

THE JOURNAL OF **ELECTRICAL WORKERS AND OPERATORS**

OFFICIAL PUBLICATION
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

JUSTICE

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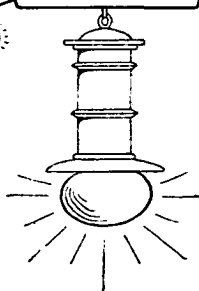
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February, 1922

AFFILIATED WITH THE
AMERICAN FEDERATION
OF LABOR IN ALL ITS
DEPARTMENTS

DEVOTED TO THE CAUSE OF
ORGANIZED LABOR

EDUCATION

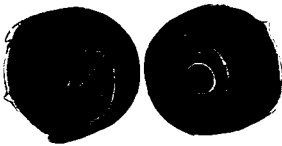
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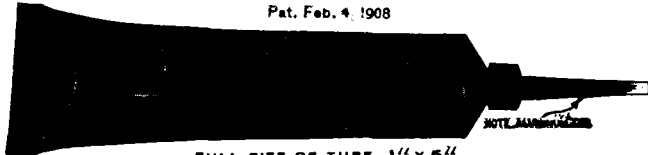


4 Sizes

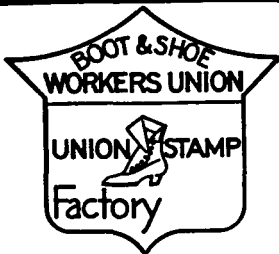


Pat. Nov. 1900

Pat. Feb. 4, 1908



FULL SIZE OF TUBE, 1 1/2" x 5 1/2"



Named shoes are frequently made in
non-union factories

DO NOT BUY ANY SHOE

No matter what its name, unless it bears a plain and
readable impression of the **UNION STAMP**

All shoes without the **UNION STAMP** are always Non-Union
Do not accept any excuse for absence of the **UNION STAMP**

BOOT AND SHOE WORKERS UNION

246 Summer Street, Boston, Mass.

Collis Lovely, *General Pres.*

Charles L. Baine, *General Sec.-Treas.*

When writing mention The Journal of Electrical Workers and Operators.

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"Labor"

Are you a subscriber for "LABOR"? If not, why not?

What is "LABOR"? It is the official weekly publication of the sixteen standard railroad organizations, published at Washington, D. C.

"LABOR'S" mission is to provide a medium of publicity on all matters of interest to organized labor; expose attempts to trespass on the workers' rights; warn the public against vicious legislation; be of general service to society; and to prevent Big Business from exploiting the public. This being "LABOR'S" mission, quite naturally Big Business is greatly opposed to "LABOR." Therefore, the reason that the workers and public in general should subscribe in order that they may obtain real information on public questions, uninfluenced by the advertising patronage of Big Business. "LABOR" carries no advertising matter and is entirely the property of organized labor.

If you don't read it, you should. Subscribe now and get your friends to join you in a subscription club.

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I am conscious of the efforts being made by the enemies of the workers to further enslave them and am anxious to do all in my power to defeat their program. I also realize the need of a press that is friendly to the workers. For these reasons I desire to become a regular reader of LABOR and send herewith \$2.00, covering a year's subscription.

Name

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Town or City.....State.....

I am a member of.....

Make money orders and checks payable to Treasurer, LABOR.



INSTRUCTING THE STOOLS.

THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS

OFFICIAL PUBLICATION OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Entered at Springfield, Ill., as Second Class matter "accepted for mailing at special rate of postage provided for in Section 1103, Act of Oct. 3, 1917, authorized on July 2, 1918."

VOL. XXI No. 2

SPRINGFIELD, ILL., FEBRUARY, 1922

Single Copies, 10 Cents
50c per year, in advance

Trades Unionists vs. Complainers and Faultfinders.

TRADES UNIONISTS VS. COMPLAINERS AND OBJECTORS.

Every organization has a certain class of members who never miss an opportunity to find fault, make complaints and raise objections. The Brotherhood is no exception to the rule. However, we are fortunate in having an unusually small number of members in the complaining, objecting and fault-finding class—a fact all should be very thankful for. Yet, the number, while small, is all too many. It would be too large, even if there was only one member who objected to living up to his obligation of membership.

The quality of unionism of the membership of the Brotherhood has always been above reproach and has favorably stood the trials of every test. The crisis that organized labor has passed through during the past sixteen months has provided a greater test than the members have ever previously experienced, and every member may well be proud of the demonstration of loyalty to obligation, constancy to principles, determination to defend rights, and desire for progress they have and still are showing and will continue to show in the future.

There was no other organization in the American Labor Movement so poorly prepared to meet the trying times of the past sixteen months. As an organization, unfortunately, we had been improvident since the formation of the Brotherhood, having until January first of this year followed a miserly, shortsighted financial policy during good times and failed to build up a reserve of funds for use during periods of depression and trouble,—a mistake that few organizations of labor made. In fact, we lived with no thought for future needs and failed to provide the necessary means of defense to meet conditions that exist at present.

A clear understanding of our faulty and improvident financial policy can be

obtained by comparing the Brotherhood's revenue with that of fifteen organizations of similar size composed of skilled and semi-skilled workers. In making the comparison, we have used a four year average of the revenue to those organizations and it shows that they received in the form of per capita an average of 92c a month for the period. In addition, there was added revenue in the form of special assessments that averaged 93c per month, making the average monthly contribution of members for the period \$1.85. During the same period the per capita paid by members of the Brotherhood was 40c, 60c and 75c per month, and there was collected prior to May, 1921 during a thirteen year period one 25c special assessment.

Not one of the organizations referred to is interested in more than three basic industries. The interests of several of them are confined exclusively to one industry; while the interests and activities of the Brotherhood extend to every line of industrial and commercial endeavor, and it is absurd for anyone to carry the opinion that an organization possessing a wide range of interests can possibly hope to successfully operate and conduct its business affairs for less than one-half of what it costs to take care of the business of an organization whose interests are confined to from one to three industries.

Another very significant comparison is the fact that the fifteen organizations mentioned employ approximately one officer or representative for each 2,600 members; while the Brotherhood employs approximately one officer or representative for each 4,000 members. Yet, we will state without fear of contradiction that there is no organization in the American labor movement whose membership receive prompter or better service than that provided to members of the Brotherhood.

It was emphasized in the reports of officers to the St. Louis Convention that the organized electrical workers paid dearly for their short-sighted financial policy. It was pointed out that there was no other organization of labor that had the same number of difficult problems to deal with. The average labor organization is seldom called upon to deal with matters other than the question of industrial relationship with employers. The questions confronting the Brotherhood requiring attention are so many that they preclude enumeration and we will not attempt to specify all but will mention a few which will be sufficient to convince any open-minded person.

First, we have the normal duties of a labor organization to look after—the matter of wages, working conditions and industrial relationship in general.

Second, due to the peculiar nature of our calling and the evolution of industry, we are ever involved in jurisdiction disputes with other organizations of labor, whose greed and envy influence them to attempt to appropriate for themselves work that properly comes under the Brotherhood's trade jurisdiction. There are no less than seven separate and distinct organizations who consider that certain portions of the electrical workers' trade would be a desirable addition to their own. While it is true that other organizations have their jurisdictional troubles, the Brotherhood has the distinction of having the greatest number of trade pirates to contend with.

Third, the very nature of our calling is the means of developing a most intense and bitter opposition on the part of Big Business to our activities for the purpose of retarding our progress: not because the Brotherhood is an irresponsible institution, not because it is an unpatriotic organization, not because it is un-American, not because it is not constructive in purpose, not because it is radical in policy; but because of the fact that if the electrical workers on the North American continent were organized anywhere near to one hundred per cent they could control the very heart throbs and pulse beats of the nation. The means of communicating intelligence could not be operated without the electrical worker. The means of transportation could not be operated without the electrical worker. The harnessing of our water power, converting it into electrical energy and transmitting it to the great industrial centers and distributing it to the consumer, could not be done without the electrical worker. The manufacturing, the installation, operating and maintaining of the costly equipment necessary to generate, distribute, and utilize the great unseen force of elec-

tricity, could not be accomplished without the electrical worker. This, the great financial interests realize and act accordingly.

Unfortunately, too many electrical workers fail to appreciate their economic worth or the advantages of cooperating and making the best use of organized effort. Therefore they allow the great public service corporations, through their secret agents to work upon their selfishness, petty prejudices and jealousies, much to the electrical workers' economic disadvantage. However ninety-nine per cent of the Brotherhood's membership fully understand that if they hope to maintain their present plane (no matter how unsatisfactory that plane is), it can only be done through the medium of organized effort. They also know that if they hope to make progress in the future, organization is the only vehicle that will carry them forward. No better evidence of this understanding or example of the qualities that go to make up the general membership could be asked than to refer to the fact that when the members finally realized their past mistakes, they cheerfully set about correcting them, even though the correcting process, through force of circumstances and necessity, fell to them at a time when we are confronted with a serious business depression and involved in numerous strikes and lockouts. Nothing could be more impressive upon employers than the generous and willing manner in which the members have responded to the call to meet the situation. Nothing could be more encouraging to those members who have been forced to take a position on the industrial firing line in order to defend their economic rights; nor nothing could be a greater incentive to those, selected to administer the business affairs of the organization, to give the best assistance and service their limited ability will permit.

The increased cost of membership gives some the long-sought excuse to hang a justification on for giving up membership in the Brotherhood. It provides some few others with a peg to hang an argument on, and offers the spies and detectives in the organization a chance to work their damnable practices upon the thoughtless; and we can be thankful that the existence of the Brotherhood does not depend upon that small class of members who place a value of but a few pennies on their card, or who develop an acute case of "yellow spine" and cowardly desert their associates who are on strike or locked out defending the principles and purposes for which the organization is founded, defending their own economic rights and at the same time making the sacrifices necessary to

defend the rights of all members; and those who may be inclined to think that the members who have been called upon to do this are not defending the rights of all, should pause for a moment and consider that were it not for the determined resistance shown in various places by the eighty or ninety local unions involved in trouble, there would be few if any local unions that would not be confronted with similar situations. Those members who are involved in difficulty have every reason to believe and confidentially expect that they will receive the ungrudging and undivided support of every other member, and they have with very few exceptions received the support they are entitled to and the kind of support they would be willing to give in return.

It is true there are a number who in the middle of the struggle and in mid-winter, when help is needed most, showed the shallow depths of their unionism and deserted those they had sworn to aid and assist, excusing their traitorous conduct by the statement that they could not afford to pay further assessments to buy bread and butter for those who in many instances have been on strike for from nine to twelve months. Personally, we believe the organization is better off when rid of those individuals who place such a low value upon their obligation that they would sell their card for an amount the additional cost of membership represents. We believe those who have would not hesitate to sell the interest of the organization if they had the opportunity.

Ninety-nine per cent of the personnel of the Brotherhood are those who are members from conviction; who believe in trade union principles; who understand the value of organization; who appreciate the worth of their labor, and have sufficient red blood in their veins to stand up and insist upon being accorded their rights. Those who are not possessed with these qualities have no place in the labor movement. They are excess baggage and the membership of the Brotherhood has sufficient load to carry without being burdened with any worthless ballast.

Some members of the organization find that the insurance plan offers a handy excuse to relieve them of their ordinary obligations and are pleased to term the arrangement, in the absence of any meritorious objection, as being objectionable because they say it is compulsory, and they most manfully? assert they will refuse to be coerced into anything they do not want,—evidently feeling that the desire of the great majority of members to enact legislation that will be beneficial to all members is coercion.

It is true the objectors are comparatively small in number, but nevertheless their objections are worthy of attention, for in addition to the number who are complaining about the insurance and use it as an excuse to avoid their other obligations, there are many who are thoughtlessly influenced by the complainers and others who really feel they are in no need of protection and have no hesitation in frankly and honestly voicing their views. We are confident that with the exception of the chronic fault-finder and complainer, the greater portion of those objecting do so from lack of understanding or from their natural and proper resentment to anything they feel is compulsion, and it is considered proper to devote some time and space to the insurance question and if possible put the reasons for it and the purposes of it as clearly before the membership as possible.

The reasons for the insurance are: that ever since the Brotherhood was instituted, there has been a desire and a growing demand for insurance protection, because of the fact that a large percentage of the Brotherhood's members are rated as hazardous or extra-hazardous risks by insurance companies and the cost of insurance protection and the opportunity for a member to create an estate for his family and dependents has been exceedingly limited due to the cost of insurance being next to prohibitive if not entirely so. The desire grew in such volume that in 1909, at the Chicago Convention a graduated form of benefits was established and has been in operation ever since.

At the time the benefits previously provided by the constitution were established, there were many members who strongly objected. Their objections were based upon the fact that they were required to pay an additional one dollar per year to support the fund from which benefits were to be paid. As a result of the creation of those benefits there was a considerable immediate loss in membership. The records of the organization show that somewhat over ninety-five per cent of those who dropped out rather than pay for the added benefits again returned to the Brotherhood within a year's time. What was true then unfortunately is true now, and incidentally the same character of objections are being raised by a very small part of the entire organization.

As yet, we have not received one single argument or protest against the insurance that is based upon any meritorious reasons. It is true there are some few members who state that the insurance is next to an impossible burden to them at the present time and at the same time

mention that they would be glad of the opportunity of obtaining the insurance were they favored with steady employment. This is the closest approach to a real meritorious objection we have received and at first it was quite impressive. This argument, however, was offset by the views of a great many members, several thousand in number, and local unions, who took occasion to give their opinion of the insurance and expressed the view that it came at a most opportune time, because of the fact that they had not been working steadily, in many cases, out of employment for months and they had been forced to draw upon their savings in order to meet living expenses, and they consider that the insurance replaces the protection that their savings previously represented to their family and dependents. This thought is not confined to any few individuals or to any particular locality, but appears to be widespread and we believe it represents one of the best recommendations that the plan could possibly receive.

Those who are opposed to the insurance because of what they are pleased to term, compulsion, should understand that it is compulsory only to the extent that the benefits previously provided in Article 21 were compulsory. Compulsory is not fairly descriptive of the arrangement. Uniformity of application is a fairer description and the necessity of uniformity was explained when the question was submitted to referendum. Uniformity makes possible simple administrative methods and a plan that makes the benefits and payments uniform; reduces the expense of operation to the lowest possible minimum. It allows for practically every dollar paid to the association to be used in payment of benefits and building up the reserve which is so essential to the protection of the members. We have no hesitation in standing behind the statement that from no other source can protection be obtained at a similar cost.

We were prompted to submit the plan due to the fact that within the past year or two a number of international unions have been purchasing insurance for their members under what is known as group term insurance. The members of those organization in many instances are associated with members of the Brotherhood in their everyday life and the demand for insurance protection became more insistent than ever. In fact the officers of the Brotherhood were accused of indifference and lack of interest in the welfare of the members. They were criticised for failing to provide the same opportunity of protection. The group term plan was fully investigated and it was

one that the officers could not conscientiously recommend to the membership, because it was too costly, was not based upon constant rates, payments being required on attained age rates, which meant increased premiums each year; and it seemed ridiculous to purchase from commercial sources at a greater cost the protection the members could furnish themselves with at less expense. Therefore, the plan was developed and submitted to the convention for its consideration.

In our experience, there was never a proposition submitted that met with such popular favor. The convention would have adopted the plan and enacted it into law, which it had the right to do, were it not that the officers of the Brotherhood urged that the matter be submitted to referendum vote, inasmuch as the plan was such a wide departure of policy. It being the officers judgment that each and every member of the organization should have the opportunity of giving voice to his views and voting in accordance therewith.

No previous question was ever so widely advertised or so carefully explained, as the insurance question. Circulars of explanation, sufficient to provide each and every member with a copy were sent all local unions for distribution. Neither was any question ever submitted to referendum that pertained to legislation or policy approved by such an overwhelming vote, and we are confident that the insurance plan will prove to be the most beneficial policy ever adopted by the organization. Within a few months, it will be regarded by the membership as one of their most valued assets, and it will prove to be one of the greatest inducements to attract non-unionists to the organization. It will cause the members to place an increased value upon their card and will have a stabilizing effect upon the membership. It will cause them to take a greater interest in the affairs of the organization. It will give them a feeling of proper rights that nothing else we know of could create.

We believe the great majority of those who view the idea with disfavor now will be stronger in their commendation than they are in their condemnation after it has been in operation a few months. Simple fairness warrants withholding criticism of any arrangement until it has had an opportunity of proving its value.

In no undertaking in our official experience have we received such ready and cheerful assistance from the membership as we have with the insurance proposition. Nearly every member apparently recognizes its worth and is conscious of the fact that they must help in providing the information incidental

to the details of the system, and are manifesting a spirit of cooperation that is greatly appreciated and is very helpful in performing the enormous amount of additional work necessary to such a large undertaking.

PENNSYLVANIA SYSTEM AND ALLIED LINES.

(By G. W. Woomer, Gen. Chairman.)

At this writing conditions on the Penna System are practically the same as reported in my letter in the last issue. The hearing on the injunction proceedings instituted by the Penna Railroad against the Labor Board which was to have been held on January 18, has again been postponed, this time till February 7th, the reason given being on account of illness of Judge Landis. It seems the wheels of justice move very slowly where the interests of the workers are at stake, but they sure can develop some speed when the employers are to be benefited. While the employees are not a party to this case pending before Judge Landis, yet they are vitally interested as the application of the decisions held up by this case will mean much to them. In fact it means restoring to them the right every workingman should have and is entitled to, that of determining what conditions he shall work under through representatives of his own choice, which right has been denied him by the Penna Railroad. Our membership is anxiously awaiting the time when they can show the Penna Railroad just what they think of their RUMP AGREEMENT and the LOLY-POP COMMITTEES who signed them.

One item of particular interest to our membership is the changes made in the Telegraph and Signal Department. Effective December 1st, 1921, the work of Telegraph and Telephone Maintainers was combined with that of Signal Maintainers and the different divisions re-districted. All Maintainers are now classified as Telegraph and Signal Maintainers and are required to perform both classes of work on their particular territory. This change eliminates any question of jurisdiction and clearly brings these Maintainers under the jurisdiction of the I. B. E. W. The construction Linemen in that department have been changed to Signalmen with a 4c increase in pay. The Groundmen have been changed to Assistant Signalmen and Signalmen Helpers. These changes were made, as per the usual Penna custom, without consulting the employees affected and with the idea of pushing the I. B. E. W. out of that department and turning everything over to the B. R. S. of A. which would mean the Railroad could

do anything they pleased without fear of objections being raised.

All of our members should be readers of "LABOR" the national weekly newspaper published in Washington. They should also follow closely the advice given in it on the political situation and begin to organize everywhere for the next election, particularly with reference to the seats to be filled in the House of Representatives and the Senate. We are continually hearing workers of all classes complaining about the raw deal that is being handed them by this administration. How many will carry their complaints to the ballot box? The workers have the power to create any law they want or change any that does not give them justice if they will elect the proper men to go to Washington.

ORGANIZE FOR POLITICAL ACTION.

THE SCAB.

Wherever the bitter fight is on
For life against human greed;
When the workers rally ere hope is gone
That nerves for the valiant deed;

When the price is paid in silent pain,
In want and the nameless dread,
And victory near, then scabs sneak in
Like ghouls that rob the dead.

They pluck from a vine they did not prune,
They reap where they have not sown,
With a canting look and a craven heart,
And a soul that is not their own.

In a darker age when the world was young,
This jackal human grew,
Skulked in the rear while the fight was on,
And preyed on the valiant few.

They snatched the bone from a woman's hand,
And snarled at a hungered child,
Till the heroes perished from our land,
And earth's gardens became a wild.

And ever and ever, where human greed
Holds the human race in thrall,
The fight will be fought by the noble few
And the victory shared by all.

Then falter not till the fight is won;
There are only your fears to dread;
Though cowards sulk and scabs sneak in,
Like ghouls that rob the dead.

—The W. Virginia Federationist.

"WHAT IS THE SECRET OF SUCCESS?" ASKED THE SPHINX.

"Push," said the Button.
"Never be lead," said the Pencil.
"Take pains," said the Window.
"Always keep cool," said the Ice.
"Be up to date," said the Calendar.
"Never lose your head," said the Barrel.
"Make light of everything," said the Fire.
"Do a driving business," said the Hammer.
"Aspire to greater things," said the Nutmeg.
"Be sharp in all your dealings," said the Knife.
"Find a good thing and stick to it," said the Glue.
"Do the work you are suited for," said the Chimney.

CONVENTION CALL. RAILWAY EMPLOYES DEPARTMENT.

American Federation of Labor, Official
Headquarters, The Clarendon
Beach Hotel, 831 Wilson Ave.

Chicago, Ill., Jan. 15, 1922.
To the Officers and Members of all Affiliated Organizations, Greeting:

In accordance with the Constitution of the Railway Employees' Department of the American Federation of Labor, you are hereby notified that the Sixth Biennial Convention of the Department will be held in the Pompeian Hall, 4940 Sheridan Road, near Argyle Street, Chicago, Illinois, beginning at 10 o'clock, Monday morning, April 10, 1922, and will continue in session from day to day until the business of the convention has been completed.

In order to remove any doubt on the authority of the Executive Council to select the Convention City in this instance, we quote from the verbatim record of the Fifth Biennial Convention Report the following:

"ACTING PRESIDENT JEWELL: A motion has been made and seconded that the question of selecting the next convention city be referred to the Executive Council with power to act. All in favor of the motion will signify by saying aye; opposed no. The ayes have it and it is so ordered."

Pursuant to the action of the Convention, this matter has been referred to the Executive Council, the majority of whom voting in favor of Chicago as the next Convention City.

Representation.

Representation will be confined to the following National, International and Brotherhood organizations affiliated to this Department: International Association of Machinists, International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America, International Brotherhood of Blacksmiths, Drop Forgers and Helpers, International Brotherhood of Electrical Workers, Amalgamated Sheet Metal Workers' International Alliance, Brotherhood Railway Carmen of America, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Switchmen's Union of North America.

The Department laws provide that delegates be elected at least thirty (30) days previous to the convention. It is, therefore, necessary that the delegates be elected on or before March 10th. No delegate will be seated who is not in good standing with the organization of his trade.

"Sec. 8 (B). No system federation or system craft delegate shall be entitled

to a seat in the convention unless the system federation or system organization represented by the delegate has paid all its financial obligations in accordance with the laws of the department, to the respective system federations and the respective divisions."

Section 6 of the Department Constitution.

"Each National, International or Brotherhood organization shall be entitled to one delegate from each railway system, who shall be elected at least thirty days previous to the convention. Said delegate must be an employee of the railway he represents, or be employed directly by the men on the system, and the names of such delegates shall be forwarded to the Secretary-Treasurer of this Department, immediately after their election.

A delegate elected and paid by a Federation, when the crafts in that Federation do not send delegates, will be permitted to represent all crafts in the Convention and vote on all matters, except on roll call, when he must vote as a member of the craft in which he holds membership."

Owing to the fact that there are a number of railroad system Federations composed of two or more railroads, the Southern Railway Company offers a good illustration. This system is composed of five railroads, each having a separate and distinct management. In all cases of this kind the Department has ruled that each organization will be entitled to send one delegate from any railroad that is recognized as having a separate or independent general manager.

Amendments to the Constitution and How Made.

"Section 40. Resolutions or propositions having for their object the changing of this convention. Resolutions pertaining of the Secretary-Treasurer of this Department 15 days prior to the convening of this convention. Resolutions pertaining to laws cannot be introduced after the convention convenes, except by two-thirds majority vote of the delegates."

Provision is made in Section 37 for the appointment of three members from the delegates elected who will compose the Auditing and Credential Committee, and also for five members from the delegates elected who will compose the Committee on Law.

The Auditing Committee will audit the accounts for the preceding year and also submit their report upon credentials immediately upon the opening of the convention. The Law Committee shall revise all amendments offered to the constitution and be prepared to submit their report at the opening of the convention. The salary and expenses of said committee shall be paid by this Department as

per Section 31a and 31b. Said Committee to be paid by this Department only until convention convenes. No officer shall be eligible to serve on above-mentioned committee."

Credentials.

A sufficient number of credentials in duplicate form will be forwarded within a few days to the Secretary of each System Federation and to District Secretaries on lines not yet formed into System Federation, to insure that every opportunity will be given to make for the success of the coming convention by a full representation of delegates from all lines in the United States and Canada. An additional supply of credentials will also be furnished to each of the International Presidents to meet any further demands from their respective crafts.

After delegates have been elected, the District Secretary will fill out the credentials, the same to be properly attested by the seal of the District lodge, and forward the one designated "duplicate" to this office as soon as possible. The "original" credential must be retained by the delegate and presented by him to the Credential Committee.

The Auditing Committee and the Law Committee will meet at the Department Headquarters, 4750 Broadway, at a date later to be decided upon, sufficiently in advance of the opening of the convention to prepare their reports.

OFFICIAL HEADQUARTERS.

Clarendon Beach Hotel, 831 Wilson Ave.

Hotel accommodations will be provided for delegates at the following rates:

Clarendon Beach Hotel, 831 Wilson Ave., Telephone Sunnyside 4700.

This Hotel will make a special rate of \$15.00 a week for single rooms for any of our people. All rooms have private bath.

Rooms, double, with bath, \$18.00 per week.

Plymouth Hotel, 4700 Broadway, Telephone Edgewater 9200.

Rooms, single, without bath, \$11.00, \$12.00 and \$14.00 per week.

Rooms, double, without bath, \$11.00, \$12.00 and \$14.00 per week.

Rooms, single, with bath, \$15.00, \$16.00 and \$18.00 per week.

Rooms, double, with bath, \$16.00 and \$18.00.

This is a special rate to our Delegates. The Somerset Hotel, Sheridan Road and Argyle.

Rooms, double, twin beds, tub and shower baths, \$5.00 per day.

Melbourne Hotel, 4625 Racine Ave., Telephone Sunnyside 5000.

This hotel will make us a special rate of \$18.00 per week for single room, with bath; \$21.00 for double room, with bath.

We are unable to state definitely as to the number of rooms available at each of the Hotels listed; we have mentioned only a few of the Hotels in the vicinity of the Convention Hall, because of the distance from the Loop, and knowing that the rates and accommodations more than equal anything in the downtown section.

Be sure to make your reservations in advance, stating your preference of Hotel and room desired, also advising date of arrival. Any orders filed with the office will be taken care of.

Directions—How to get to the Convention Hall:

Take the Wilson Avenue express on Elevated line to the Terminal of the Line—Wilson Avenue and Broadway. Walk north to Argyle and East to hall on Sheridan Road.

The Hall is within easy walking distance from any of the Hotels listed.

Delegates staying at down town hotels can take Evanston Elevated, going North to Argyle station which is within half block of the hall.

Owing to the situation confronting the Railway Employees, we feel that it is unnecessary to call attention to the important questions that will undoubtedly be under consideration during these sessions.

The salary and expenses of all delegates will be paid by the organization whom they represent on each system.

The System Federation or District Lodge officer receiving blank credentials should immediately notify all concerned, so that all trades will be given ample time to elect their delegate.

Don't fail to elect your delegate promptly. Don't fail to mail the Duplicate Credential to the Department not later than March 10, 1922.

Fraternally yours,

B. M. JEWELL, President.

JOHN SCOTT,

Secretary-Treasurer.

"FORGET BUT DON'T FORGET."

"Forget the slander you have heard,
Forget the hasty, unkind word,
Forget the quarrel and the cause,
Forget the whole affair, because
Forgetting is the only way,
Forget the storm of yesterday;
Forget the chap whose sour face
Forgets to smile in any place.
Forget the trials you have had,
Forget the weather, if it's bad."

"Forget the knocker—he's a freak,
Forget him seven days a week;
Forget that you're not a millionaire,
Forget the gray streaks in your hair.
Forget the coffee when it's cold,
Forget to kick, forget to scold,
Forget the coal man and his ways,
Forget, wherever you may roam,
Forget the man who wrote this poem,
Forget that he in social bliss
Forgot himself when he wrote this.
Forget that you ever had the blues—
BUT DON'T FORGET TO PAY YOUR

DUES."
—Ex.

IN MEMORIAM

BROTHER JOHN STAUFF OF L. U. NO. 9.

Whereas, The death of Brother John Stauff, though long awaited by his immediate family and many friends who had hoped that in some way his life might be spared.

Resolved, That the employees of City of Chicago, and members of Local No. 9, recognizing in him, one of those noble persons whose life and virtues exemplify what is most to be admired in men, and express their sorrow at his death and their deep emotion at the suffering which preceded his death; be it further

Resolved, That we hereby extend our deep sympathy and heartfelt condolence to his mother and other members of his family in their bereavement and that a copy of these resolutions be furnished to the mother of the said deceased as a tribute to his memory and a mark of the esteem in which he was held by the members of Local No. 9.

BROTHER CARL W. GALER OF L. U. NO. 107.

Whereas, God in His infinite wisdom has seen best to call our beloved Brother Carl W. Galer from our midst on January 8, 1922; and

Whereas, In his passing we mourn his departure from among our members and feel our deep loss; therefore be it

Resolved, That this Brotherhood of Electrical Workers extend to his bereaved family and relatives our heartfelt sympathy in this their hour of bereavement; and be it further

Resolved, That we drape our charter in mourning for thirty days and that a copy of these resolutions be sent to the bereaved family, one to our Official Journal for publication and that a copy be placed on the minutes of Local Union No. 107, I. B. E. W.

BROTHER J. P. McCANN OF L. U. NO. 125.

Whereas, We the membership of L. U. No. 125, International Brotherhood of Electrical Workers, having lost, through fatal accident, our Brother J. P. McCann; and

Whereas, We, in sincere sympathy with those dear to him desire to pay solemn tribute to his memory as a Brother; therefore be it

Resolved, That the Charter of Local Union No. 125, International Brotherhood of Electrical Workers be draped for a period of thirty days; also that this Resolution be spread upon our minutes and that they be published in the official publication of our Brotherhood.

BROTHER GEORGE SCHEYER OF L. U. NO. 164.

Whereas, The Great and Supreme Ruler of the Universe has in His infinite wisdom removed from among us one of our worthy and esteemed Brothers, George Scheyer; and

Whereas, The faithful discharge of his duties in this organization makes it eminently befitting that we record our appreciation of him; therefore

Resolved, That the wisdom he has exercised in the aid of our organization by service will be held in grateful remembrance.

Resolved, That the sudden removal of such a life from among our midst leaves a vacancy and a shadow that will be deeply realized by all the members of this organization and will prove a serious loss to the community and the public.

Resolved, That with deep sympathy for the bereaved relatives of the deceased we express our hope that even so great a loss to us all will be overruled for good by Him who doeth all things well.

Resolved, That a copy of these resolutions be spread upon the records of this organization and a copy printed in our Official Journal and a copy be forwarded to the bereaved family.

BROTHER FRANK SCHNEIDER OF L. U. NO. 195.

Whereas, There has been taken from our midst by sudden death, Brother Frank Schneider, on January 9th, 1922; and

Whereas, Local 195 has in the death of Brother Schneider lost a staunch and true member; therefore be it

Resolved, That we, the members of L. U. No. 195, I. B. E. W., do extend to his bereaved relatives our heartfelt sympathy in their hour of sadness, in their loss of a husband and father; and be it further

Resolved, That a copy of these resolutions be sent to his relatives, a copy be sent to the Official Journal for publication and a copy be spread on our minutes; and be it further

Resolved, That our charter be draped for a period of thirty days and a page of our minutes be dedicated to his memory.

BROTHER T. A. LEE OF L. U. NO. 466.

Whereas, We the members of Local Union No. 466 of Charleston, W. Va., I. B. E. W., have been called upon to pay our last respects to Brother T. A. Lee, who died of a lingering and painful illness.

Resolved, That as a mark of esteem to the deceased Brother, that our charter be draped for a period of thirty days; and be it further

Resolved, That a copy of these resolutions be sent to our Official Journal, and a copy be spread on the minutes of our meeting.

BROTHER C. B. JOHNSON OF L. U. NO. 593, FREDONIA, N. Y.

Whereas, It has pleased the Almighty God in His infinite wisdom, to remove from our midst by death our esteemed friend and Brother C. B. Johnson; therefore be it Resolved, That the members of Local No. 593, Fredonia, N. Y., express their most sincere sympathy to his family; and be it further

Resolved, That our charter be a period of thirty days and a copy of these resolutions be sent to the bereaved family and also published in our Official Journal.

BROTHER RAYMOND LEHR OF L. U. NO. 1014.

Whereas, It has pleased the Almighty in His Great Wisdom to take from us our worthy and esteemed Brother, Raymond Lehr; and

Whereas, Local Union No. 1014, I. B. E. W., has lost a true and loyal member; and therefore be it

Resolved, That we, the members of Local Union No. 1014 of Allentown, Pennsylvania extend our deepest and heartfelt sympathy to the relatives and friends of our departed brother; and be it further

Resolved, That a copy of these resolutions be sent to his bereaved relatives, a copy be sent to the "Journal of Electrical Workers and Operators" for publication, and a copy spread on the minutes of Local No. 1014, and that our charter be draped in mourning for period of thirty (30) days in memory of Brother Raymond Lehr.

ANOTHER CUT.

(By Frank C. Greene).

We'd just began to catch our breath and sit back with content,
For we had bought a ton of coal, and paid last August's rent.

Yes, even Christmas Day just passed, it's most beyond belief,
To celebrate the glad event we'd bought a chunk of beef.

The Christmas spirit swelled within, we felt like nabobs when
We bought toys for the kiddies (at the Woolworth five and ten).
By skimping and by saving we'd almost pulled from the rut,
And things looked bright and rosy, when—
Ye Gods! Another cut!

Not satisfied with twenty-two per cent a year ago,
They took away our bonus, which was twelve per cent or so;
And now there comes another cut, and winter just begun.
We soon will owe them money when our hard day's work is done.
Competition in the market ('tis the same old gag of yore),
Why, the cotton market's better than it ever was before.
But our nose is on the grindstone, it is worn clean to the bone,
And have you ever stopped to think? Great God, we turn the stone!

We might submit more peacefully, without a thought of strife
If they would but lower prices on necessities of life.
For untold misery they have caused, can the Lord above forgive?
Must we pay the bloated capitalist for the privilege to live?
Must we see our loved ones suffer—must we live the life of dogs,
Just to overflow the coffers of the profiteering hogs.
May this last cut be a lesson, may it open wide your eyes,
Shout "Hurrah for Union labor!" Get together! Organize!

ONLY A WORKING MAN.

I've hiked the poles near the Artic Zone
At fifty or more below,
And I've burned the holes to set the poles

Through the frost and the drifting snow.
And I've froze my nose and frosted my toes,
And danced a wild can-can;
To startle my blood from its sluggish flood,
For I'm only a working man.

And I's done my best in the Golden West,
Where we watered the desert sand,
And the landscape changed in a year or two
Like a dream of the promised land.
And the cities grow where the mirage hung
And the magical change we scan
Was brought about by the brain and brown
And the toil of the working man.
Yet the busy mass called the working class
Have the least in this world to say
Of the things that be—but twixt you and me
There's coming a time, I pray,
When the fetters wrought by the ruling class
Like a mist will pass away,
And the dreams of the poor will all come true
In the light of a better day.

M. L. Watkins,

THE OVERSIGHT.

There are many scores of schemers,
Poets, orators and dreamers,
Who are working for the bright millennium;
But in spite of all their hoping,
Mankind still is blindly groping
And the Golden Era somehow fails to come.

If some special dispensation
Could bring wholesale reformation,
Revolutionize us mortals over night,
Why, the well-known species human—
Male and female, man and woman,
Soon would make this earth a planet of delight.

But, altho we are improving,
We are sadly slow in moving
Toward the period of sinlessness and bliss,
And instead of lightly tripping
To the goal, our feet are slipping,
And our program of redemption goes amiss.

So, I judge it is not treason
To advance a simple reason
For the sorry lack of progress we decry;
It is this: Instead of working
On himself, each one is shirking
And attempting to reform some other guy.
—Akron Times.

Official Journal of the
INTERNATIONAL
ELECTRICAL WORKERS AND OPERATORS
Published Monthly

CHAS. P. FORD, Editor

Machinist Bldg., Washington, D. C.

This Journal will not be held responsible for views expressed by correspondents. The first of each month is the closing date; all copy must be in our hands on or before.

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NOTICES.

TOLEDO BUILDING TRADES ACTS
AGAINST BENTLEY CONSTRUCTION COMPANY.

The Toledo Building Trades Council has declared the Bentley Construction Company as being unfair to organized labor. There have been considerable differences between this company and the Toledo labor movement for a long period of time. The action of the Building Trades Council is the result of their inability to adjust the differences that exist.

This is to advise the membership that Frank Barrett, ex-member of Local 296, Berlin, N. H., has been assessed \$400 for working unfairly in the jurisdiction of the local union.

John A. Hayward, Rec. Secy.,
L. U. No. 296, Berlin, N. H.

All Locals Greetings:

I want to state and let you all know that R. C. Vosburg is scabbing in Lincoln, Nebr., and has been for about one year. He is known as Molly McGuire. He uses the name of M. A. McGuire when looking for work. Kindly take care of him if he comes your way. He is most likely to have a phony receipt on him so make him produce a straight travelling card if ever he should come your way.

Yours fraternally,

James Brown,

Card No. 268748, Local 271.

This is to inform the membership that T. J. O'Brien is not an office-holding member of this local union, and that all correspondence should be addressed to D. J. Welch, P. O. Box 416, Syracuse, N. Y., Secretary of Local Union 43.

Publicity Committee,

L. U. 43,

Syracuse, N. Y.

CORRECTION AND EXPLANATION.

In the January issue of the Journal, there appeared an article under the caption of "Open Shop Movements Alias I. W. W., O. B. U., Etc." The author, Thomas A. French, made mention of the fact that at one time, in Arizona, a radical movement directed by open shop advocates was conducted under the name of "World War Veterans' Auxiliary."

Those who do not understand how frequently the names of responsible organizations are used to promote the purposes of unscrupulous individuals might gather the opinion that the World War Veterans' association had something to do with the movement. The formation of such an opinion would be unfair to the World War Veterans' organization, which organization is friendly to organized labor; has been endorsed by many of the State Federations of Labor; and has a reputation of co-operation with the bona fide labor movement. Unfortunately, the World War Veterans' organization, the same as other organizations, is frequently connected by irresponsible parties with disruptive movements.

We consider that this explanation should be made in order that no erroneous opinions may be formed.

"Federal control through the Interstate Commerce Commission, of transportation rates is essential if the Government is to guarantee adequate returns upon investments in railroads," Bruce Scott, counsel for the Carriers' stated today in presenting to the Supreme Court of the United States their side of the Wisconsin rate case. "If the states are permitted to supervise intrastate rates to the point of emasculating orders of the Interstate Commerce Commission," he argued, "the purpose of the Government inevitably would be defeated."—Baltimore Sun, Dec. 7.



EDITORIAL



VIEWS. A number of local unions have, we believe thoughtlessly, adopted resolutions or issued circular letters, in some cases protesting and in other instances complaining about the assessment levied by the St. Louis Convention and the increase of per capita provided by the amended constitution.

We say thoughtlessly, believing that the locals that have issued such literature have not considered all phases relating to the necessity of increasing the per capita or levying the assessment. We believe had these matters received consideration from a necessity standpoint in place of from a payment standpoint, those who object and have given voice to their objections would not take an action or send out communications that would tend to discourage the prompt payment of the assessment or build up opposition to the much needed increased per capita.

When we say consideration from a necessity standpoint, we believe some few members and locals resent the extra payment more because of the natural human dislike of taxation than from a lack of desire to help those they are associated with and to whom they have given their solemn pledge that they would aid and assist to the extent of their power.

We believe those who consider that the matter of assessment should have been submitted to referendum vote fail to understand the imperative need of immediate relief for the thousands of members involved in strikes and lockouts and that the means of paying the benefits had become exhausted before the St. Louis Convention assembled. We believe those locals fail to understand that the officers of the Brotherhood negotiated loans in order to support the members on strike or locked out prior to the St. Louis Convention assembling. We believe they fail to understand that the entire membership of the Brotherhood was indebted to those members involved in strikes or lockouts through that portion of the constitution known as Article 26, whereby each and every member pledges to pay to those on strike or locked out a certain stipulated sum.

We have confidence enough in the honor, principle and manhood of the membership to believe they are ready and willing to pay their just obligations but that some thoughtlessly fail to understand their obligations. We are thankful that the number are exceedingly few and in behalf of those members who are in difficulty we herewith express to the entire membership the grateful appreciation of those members for the ungrudging response the general membership of the organization are making to the assessment.

We have been criticised by some members for running the Brotherhood into debt. Our authority to negotiate loans has been questioned by some. We have been asked to show constitutional authority for doing so. To those who are inclined to complain and object to the officers borrowing money on the organization's credit to support the members in trouble, we want to say that we have absolutely no apologies or excuses to offer for the action we took. Insofar as the officers of the Brotherhood are concerned when a provision is written into the constitution it is regarded as instructions to the officers. It is understood as specifications defining their duties and it is the intention of the officers to dis-

charge those duties to the best of their ability. When the membership tell us to make certain payments to other members who are on strike or locked out we intend to make those payments so long as funds are available. When funds are not available we will obtain funds from whatever source it is possible to do so. That is what we did prior to the convention and it is what we would do again and believe that our efforts to raise money to support those who have been making sacrifices on the industrial firing line will meet the approval of every real trade unionist in the Brotherhood and we can only state that if the membership did not mean to meet their obligations under the provisions of Article 26 they should not have provided the assurance of support that that article of the constitution is supposed to give members involved in trouble.

We would like to publish letters various locals sent to those initiating circulars, resolutions, etc., but space will not permit. Letters from those local unions are not prompted by the I. O. but are inspired by the quality of trade unionism possessed by the membership of the locals and the text of the letters show that those members understand that it requires something more substantial than resolutions, referendum votes, etc., to provide a diet that will furnish the nourishment necessary for men involved in trouble to continue the struggle and prosecute it to a successful conclusion.

It is evident that some local unions have failed to study the reports of the officers to the St. Louis Convention before they came to a conclusion as to what was the proper and honorable position to assume on the matter of assessment and increased per capita. We are confident if they would read the reports of the officers and familiarize themselves with the proceedings of the convention, they would not waste their time and money drafting and mailing circulars but rather they would use that time and money to provide relief to those who so badly need it.

We believe nothing better reflects the views of 95% of the membership than the letters sent to the complainers by such locals as No. 108 of Tampa, Fla., No. 84 of Atlanta, Ga., No. 104 of Boston, Mass., No. 245 of Toledo, Ohio, No. 220 of Akron, Ohio, No. 252, Ann Arbor, Mich., and many other locals, extracts from which are herewith quoted.

Quotation from letter sent by Local No. 84:

"We are in thorough accord with the raise in the P. C. Tax, and instructed our delegates, when leaving for the St. Louis Convention, to get the P. C. Tax up to \$1.50 if they could, and will say that we were somewhat disappointed when we found that they were unsuccessful in doing so, but we are truly thankful to see more money going into the I. O. to defend our Brothers that are out on strike, or lockout, and also to put more money into the General Fund, that we might be able to put more men on the road for organizing purposes, to organize the unorganized, get them into our ranks and stop them from coming in from the little Country places, and taking our jobs every time that we have a little trouble.

"As for the \$6.00 assessment put on by the I. C. that is an easy matter to pay, you no doubt understand that you have the privilege of paying this at the rate of 50c a month if you so desire or you can pay it all at one time if you want to. Would you like to see the hands of our International Officers tied? Would you make it impossible for them to pay Difficulty Benefits to our members that have been on the firing line for all of the year of 1921 and are still on it? If I understand it right, and I think I do, this assessment was put on at the Convention by the officers, and delegates, assembled, according to the laws of the constitution, and it was made great at that time to cover all indebtedness incurred, and pay the fellows what was due them from the Difficulty Benefit Fund. The raise in P. C. Tax to take care of it thereafter.

"Personally I think if you fellows would just get right down to business, pay off this indebtedness, show a spirit of BOOSTING, instead of KNOCKING, your own community would be better off, as well as everybody else concerned."

Quotation from letter sent by Local No. 104:

"Today when every effort is made by organized Capital to solidify its ranks to destroy the effectiveness of joint action by the workers it seems to us to be working

right into the hands of the enemy of labor by cutting our organized strength into smaller groups. The answer of labor to the efforts of Manufacturers Associations and others, should be to abolish small organizations and place the workers in larger units where they may be able to show a solid front in case of any attack upon them. In other words, it's the trend of the times for International Unions to agitate to take into their ranks all men employed in one particular industry, thus abolishing all jurisdictional fights and other disputes of little importance. Yet, today those very questions here enumerated draw the vitality out of the Labor Movement today leaving it a weakling when the real fight, the fight for better conditions or something of material advantage comes along.

"If things are wrong inside our International Brotherhood, we must surely change them. But two wrongs do not make one right. Our suggestion would be, 'Stay where you are!' Make changes in our laws if you think they are necessary. Abolish evils if there are any, but under any and all considerations 'let us Stick Together in One Big Brotherhood!'"

"Let our slogan be: 'Instead of many small Internationals, Strengthen our present one by making it larger, stronger and more militant to meet the needs of the time.'"

Quotation from letter sent by Local No. 108:

"L. U. 108 knows the necessity of the per capita raise and the difficulty assessment, and we fully endorse the action of the convention and are going to bear our portion of this burden willingly."

Quotation from letter sent by Local No. 220:

"Here is how we feel about it, That our Brotherhood through the action of our International officers is just beginning to make a movement that is fit to belong to, up until the New Orleans Convention, such locals as you kept us operating under an ancient history such as was known as an International Constitution and now that we are just beginning to get our heads above water your local would have us go back to the stone age again, nothing doing, we are for progress and the brotherhood is progressing and we cannot see just why it should be stopped just now by your crazy ideas.

"You mention the assessment and condemn it. Don't condemn the assessment now after all of the years; condemn yourselves. You should have been paying this amount five years ago along with the insurance plan and then maybe today you could be resting back and taking things easy and not worrying about paying strike benefits, but no when anything came up in past conventions that were not to your liking you took the stand that the Manufacturers wanted you to take and voted the entire works of the convention down, thus squandering all the money that was set out for the convention, absolutely throwing it away, and at this late hour you will come around and holler things are now being worked to the entire satisfaction of the employing group. If they are brothers, it is such works as your circular letter that is doing it and nothing else, if you knew what you were talking about you would not have sent out the letter saying you voted for it on referendum thinking that it would not be compulsory, where do you get that kind of an idea? Why should it be sent out to referendum unless it was going to be compulsory. No sree brothers, you have asked the question and it is answered. I am speaking to you the sentiments of this local union. We are for progress in the movement and we are going to have it. We are in favor of letting the works of the Brotherhood make a curve in the upward trend. We have been in the groove long enough and we are also in favor of letting our International Officers alone to look after the work that has been assigned them after you helped to elect them. You have the answer of this local union."

Quotation from letter received from Locals Nos. 8 and 245:

"Local 245 and 8, of Toledo are going to comply with International laws, and have no patience with any one that is advocating secession, for it means nothing but the loss of conditions for the men and is playing in the hands of the bosses."

The expressions contained in the letters quoted reflect sentiments of real trade unionists and furnish good sound advice to those who may be thoughtlessly wavering in the discharge of their duties. Mature consideration of our problems is necessary to prevent misunderstanding and formation of erroneous opinions. When men understand their problems there is little possibility of dissatisfaction but much possibility of harmony. Harmony and unity of purpose are necessary for progress and it is the duty of all members to contribute their fair share of effort to progress.

Quotation from letter received from Local 252:

"As union brothers we all know the old saying, 'In Union there is Strength,' 'United We Stand; Divided, We Fall'. As union brothers we also know that during the past year there has been, and is now being waged, the most bitter attack on organized labor that we have ever had to stand against. Please notice I say **STAND**. If you brothers of No. 476 will just give one minute of serious thought, I feel that you will think as my brothers of No. 252 do. It takes money to keep the show going. The boys at the I. O. surely have troubles of their own fighting the sponsors of open shop, the 'American Plan' and God knows what all. Why add to their troubles by inciting mutiny in our own ranks? The action of No. 476 in refusing to pay the \$6.00 assessment at a time like this is, in the opinion of No. 252 poor business. The action of No. 476 in mailing copy of letter to each local in the State sounds disloyal. Why invite others to fall with you?

In closing I wish to state that No. 252 was locked out on the 15th day of last April. We have lost a number of members, but they, that have the fighting blood in their veins are standing fast. We are back to back with the officers of our International and will fight with them to the last ditch. Brothers, if not too late, reconsider your action and pay your assessment. Remember it takes money to finance a war. The enemy has plenty of it and that is all they have got.

If we can all chip in our bit, keep our shoulders together and our feet under us, we will still be victorious."

INDUSTRIAL COURTS. In debating an important public problem, Grover Cleveland gave utterance to the sentence, "We are confronted with a condition, not a theory." No statement could more truly describe the situation that labor is confronted with at present, except that both organized and unorganized labor are confronted with a whole grist of conditions and surrounded by a mystic maze of theoretical remedies. This, the organized workers realize, while the unorganized apparently do not. If they do, they are not manifesting the fact by much effort to meet the situation.

There are several conditions of great importance, any one of which in itself would be a big task to deal with; however, combining them all together, they present a stupendous problem. Probably the most threatening and dangerous condition of all is the enslaving process contemplated under what the big interests and officialdom are pleased to term, industrial courts and compulsory arbitration.

The workers are surrounded by a combination of enemies that are motley and unique. Generally labor has only had hostile employers to contend with; now, since organization has developed to such an extent that the workers' economic strength is such that they meet employers on a somewhat equal basis, the employers have recruited the aid of other forces to again throw the scales out of balance and make the struggle uneven. At the present time, labor finds arrayed against it, legislative bodies with a mass of compulsory arbitration and industrial court schemes, which if enacted into law would put the workers' destinies completely in the hands of mercenaries appointed by the orders of Big Business, who are not satisfied with the weapons they now possess in the form of courts, petty and supreme, who are rendering drastic enslaving decisions and injunctions more oppressive in effect than the edicts of the regal masters of mediaeval times, or content with the advantage they possess in the form of public officials elected and supported by the toiling wealth producers, impatiently awaiting orders from their capitalistic masters to tighten the lines of oppression.

The advantages already enjoyed by the employing interests, labor has grown to accept with little comment and not much effective resistance. The efforts of placing the workers' economic interests in the hands of compulsory arbitration boards and industrial courts should arouse labor from

its lethargy and the attempts should be resisted by every ounce of influence that labor can marshal.

If any worker doubts the possibility or probability of the enactment of laws creating such institutions, we would refer him to the amazing spectacle of the President of the country recommending to Congress, legislation that would shackle the workers more securely to their tasks than was the black man prior to emancipation. It seems hardly credible that the Nation's President could possibly wish to destroy the liberty of the people. Yet, no other construction can be placed upon the ideas he so vigorously recommended to Congress, wherein he emphasized the desirability of regulating organizations established for the economic improvement of humanity in the same manner that corporations dealing in commodities are regulated. That no doubt may exist concerning his recommendations, they are herewith quoted:

"Just as it is not desirable that a corporation shall be allowed to impose undue exactions upon the public, so it is not desirable that a labor organization shall be permitted to exact unfair terms of employment or subject the public to actual distresses in order to enforce its terms.

"In an industrial society such as ours, the strike, the lock-out, and the boycott are as much out of place and as disastrous in their results as is war or armed revolution in the domain of politics."

It is difficult to conceive a more drastic or monstrous plan of suppression or oppression; and yet it probably matters little whether or not the recommendations become law, inasmuch as by stretching their imagination and distorting our present laws, courts have found it possible to decide that it is unlawful to boycott, picket and disburse benefits. So, it is only a short step, requiring a little more distortion of existing laws, to prohibit strikes.

Discouraging as the conditions confronting labor are, they will not deter the great majority from carrying on, more determined than ever to force recognition of their industrial rights and consideration of their economic needs. Fortunately, the labor movement does not depend for its existence upon the class of members who become discouraged and show they are quitters in critical times. Those who may feel discouraged and consider the struggle is a hopeless one, should gather comfort from the fact that oppression is the very thing that brings about reforms. Tyranny the instrument that first lighted the fires of liberty.

When you consider the length of time that history records the activities of the human race, it is only a comparatively short period since chattel slavery was abolished in the so-called civilized countries (it still exists in colonial possessions of some nations). Industrial bondage just as vicious, just as unholy, as chattel slavery exists in this and every other country today;— a broad statement no doubt, inviting challenge, and those who question it are respectfully referred to the coal fields of West Virginia, the steel centers of Pennsylvania, to Kansas and Colorado, and to any other locality where there is a court presided over by an interest-made-and-controlled judge who places a higher value on inanimate things—property, than he does on animate things—human beings.

What no doubt prompts the great employing interests to establish compulsory boards of arbitration and industrial courts is the fact that the use of the injunction has been so abused that even the master class begin to fear a revolution against it; and it should be understood that in gatherings representing the great capitalistic interests, the fear is often expressed that the people will soon demand the right to elect federal judges. Therefore, at least one motive for creating industrial courts to pass upon indus-

trial relationship, having power to say for what amounts and under what conditions the worker shall sell his labor.

Powerful as the interests are that are promoting this legislation, the success of their efforts depends upon the amount of support they receive from the great mass of workers themselves. If the workers remain apathetic, voice no protest, and manifest indifference, they may look for the establishment of compulsory boards of arbitration and industrial courts, similar to and no doubt more far-reaching in their functions than the Kansas and Colorado institutions.

The employing interests need your support to accomplish your enslavement. Will you give it?

If you are content to have so-called legal minds, whose very training and environment preclude their having any sympathy for or understanding of the aspirations and needs of the workers, determine your wage and working conditions, pay no attention to the impending dangers. If you are opposed to enslavement, then start making your position known in no uncertain manner. Request of the congressman of your district, the senator from your state, your representative in your state legislature, information as to where he stands. Insist that he give you a direct and understandable answer—not one surrounded by a confusing mass of qualifications. You have a right to know where your legislative representative stands. Assert that right and urge your friends and neighbors to do like wise.

WHY EDUCATION. The education that the mass of the people receive leads them to think that the present order of society with its scheme of things as they are—with millions insulted and snubbed at the door where they plead for permission to serve society by producing useful things; with eager millions not permitted to produce upon any terms whatever, not permitted to enjoy, not even permitted to beg; with other millions receiving barely enough to keep body and soul together and in danger of losing the jobs they have; all voiceless in the political party convention, voiceless in the judiciary—the mass of the people have been educated to believe that this order of society which produces insane fortunes at the top and destitution at the bottom, has been established by some supernatural power and therefore should not and cannot be changed.

It is only those who labor and suffer—those comprising the organized wake workers movement—who stand, consciously or unconsciously, for a reconstructed society which will strive towards a new life for the common people, where economic and social justice will prevail; where the welfare of mankind will be the aim of all society; and where a sturdy fellowship will replace competitive greed, distrust and selfishness. And it is only those who labor who will ever work out labor's salvation—if it is to be worked out. That degree of well being to which the toilers are entitled, will be achieved only by their own efforts.

The misinformed general public which now sits in irresponsible silence while its own laws are being notoriously violated by commercial pirates; the public which assumes no responsibility for and takes little interest in the welfare and lives of those who have loyally produced and handled its food and operated its railroads; the public which complains against those who serve it and applauds those who plunder it—such a public cannot be expected to do for the workers what they fail to do for themselves.

And the wage earners can never attain the desired ends until they have accumulated not only true knowledge but a sense of responsibility

to their organized movement. This will show them who created the present scheme of things; that present conditions are no accident and that the trade unions have an ultimate purpose—the emancipation of labor from the commodity and wage status.

The further we go—the more our conditions improve—the greater our discontent with the wrongs that exist. It is out of our very progress that our problem arises. The more we progress the more serious the problem will become. The labor problem is what it is today simply because of the rise of the workers in the scale, economically, politically and intellectually, and because of their growing understanding of their improved position and prospects. Every improvement increases the responsibility resting on the workers; therefore, the more imperative the intelligent understanding of those responsible.

We hear much talk, some among well meaning people, that the workers will run things. This is perhaps so, but not until the victims of the present order make it so; and we are not going to be permitted an opportunity to make it so until we are able to demonstrate that we are prepared to make a better showing than those who are now running things.

If we ever expect to have a democratic control of industry, the individual worker, as well as his or her organization, must be prepared to share in the responsibilities of industrial management; they must have knowledge of the principles of industrial control and of the history, tasks and problems of the labor movement.

The well being of the individual requires—his or her organization's very life and future demands that a study be made of trade union organization; trade union policies; industrial espionage; economic literature; social and industrial history; the labor situation as it is today; the co-operative movement; and boycotts and strikes.

A study should also be made of political science—of municipal state and national government. This is a subject of vital importance. It is generally conceded that if the wage workers were intelligent enough to realize the power of the ballot, the rest would be comparatively easy.

Study should be made of the law in its relation to labor—the injustice of using injunctions in labor disputes; of the question of free speech, free press and free assemblage; of the cause, effect and remedy of the corruption of public officials and the usurpation of authority by them and the courts, which is specifically denied by the Federal Constitution.

The history of the labor movement is not only a highly interesting but a very necessary study. It is only by a study of the history of any subject that we are enabled to make progress in that particular line without repeating mistakes. No individual or group in the labor movement can hope to advance very far unless they know something of its history so that they may avoid the numerous blunders that have attended the attempts of labor in the past.

An understanding of the non-success of certain strikes, their cause and effect upon the trade union movement is also essential.

Much of the needed knowledge may be gained through the various labor classes and schools that are being conducted in many centers throughout the country. Where none have yet been formed, we again urge our members to insist on and co-operate with the local central and state labor bodies in establishing them. Too, the locals should appoint an educational committee to arrange for proper reading matter and good constructive speakers; and devote at least thirty minutes of each regular meeting to the subject of education.

Conditions demand that the wage earners diligently strive not only to truly educate themselves but work unceasingly to place a school-house along side of every church in their country and to open up its many magnificent institutions for truly educational purposes and see that the people are given an opportunity to learn the naked truth.

PARASITES. There is no other movement in the world that has such a large quota of uplifters, theorists, self-seekers and hobby-promoters as the Labor Movement. It is quite a common practice for those who are either too strong or too lazy to work to develop a solution for our industrial and economic ills, and put it forth as a cure-all for past, present and future evils.

These movements are baptized and given whatever title the promoter feels will attract the most attention and arouse the greatest interest. Example: "Rank and File," "Workers in the Electrical Industry," "United Electrical Workers of Chicago," etc., "Independent Order of Electricians," "International Brotherhood of Telephone Workers," "International Electrical Workers Union, Inc.," "United Order of Electrical Mechanics," "Electrical Workers Progressive Institute," "Amalgamated Society of Electrical Mechanics." Space will not permit enumeration of all such organizations imposing upon the electrical workers and collecting toll from the credulous; they are as numerous as the wild-cat oil companies in the oil industry.

The goal ahead of us is 100% organization.

When we reach our objective we will have the largest organization in the American labor movement; an organization with an economic leverage superior to that of any other, and possessing a strategic value that precludes appraisal.

Such an organization the Brotherhood ultimately will be. Organized capital knows that fact, and is doing everything to prevent our growth. Those following the electrical business for a livelihood should know it; possibly do; but some have insufficient vision to understand the advantages and benefits of a 100% organization; yet the Brotherhood will be that in spite of itself and in spite of all opposition with which it is confronted.

There are two divisions of wage earners; one, composed of those who believe there exist industrial evils and economic inequalities, which should be corrected and realize they can be corrected only through the medium of organized effort; the second division, composed of those who are satisfied and content with whatever the employer gives them and cooperate with the employer to defeat those they should be associated with.

The Kept Press, many public officials, and disturbed politicians class the "Farmer Bloc" in the U. S. Senate as selfish and unpatriotic. We would be interested in knowing how the Railroad Bloc, the Steel Trust Bloc, the Manufacturer Bloc, the Steam Ship Bloc and a few others are classified. We trust our desire for information is not un-American.

If you believe the dangers of industrial bondage are remote, it may be of interest to you to learn that recommendations requiring the incorporation of labor organizations have been submitted to the United States Senate by Senators Phipps of Colorado, Warren of Wyoming, and Sterling of South Dakota.

The worst enemy that the workers of this or any other country have are the workers themselves. The efforts of employers and capitalistic interests in general to deprive the workers of a just return for their labor would be barren of results were it not for the support employers receive from the workers.

The International officers are not supermen or magicians. They cannot make dollars out of dimes. They are simply the servants of the membership, and can only do such work as the membership will permit them to perform, through a willingness to furnish the funds that constructive work requires.

ANNOUNCEMENT. Next month we will publish an interesting report of the St. Louis Convention. Interesting, because it was compiled by an operator (probably a delegate) of a detective agency and sent by the agency to their clientele. Watch for it.

Do not condemn others as unrighteous until you are sure of your own righteousness.

To be tolerant of the weakness of others furnishes evidence of one's own strength.

LABOR'S AWAKENING.

My name is Labor, and I am old,
So old that I scarcely know
When my toil began—by historians told
It was aeons and aeons ago.

Ages ago, when the world was new,
Humanity fell in sin;
Then the stronger and shrewder arose and
threw
The chains on the weaker men.

And since that time I have struggled on
Through fire and filth and slime
That the so-called great might ape and
fawn
In idleness, greed and crime.

I have left my mark in Egyptian scrawl,
By the sands of the centuries hid;
I have trailed my length in the Chinese
wall;
I have reared the pyramid.

In western lands, where the paleface dwells
In towers that scrape the sky,
I have struggled and groaned through a
thousand hells
In piling their pillars high.

I have battled my way from sea to sea,
While the centuries came and went;
And the parasites said, " 'Tis God's decree;
Slave on and be content."

So I bore my load like a stolid brute,
With never a whimper back;
But they gave me curses, and lash, and
boot,
Lest perchance I should leave my track.

And they kept me in terror, and fear, and
dread;
In an ignorance steeped in sin—
Yes, they stunted my soul till its fire was
dead,
Save barely a spark within.

But changes came and I raised my eyes,
And I learned to read and think;
And, thinking, I learned to philosophize
On my food and my clothes and my drink.

I learned to reason, discern, discuss;
Through knowledge I came to know
It was not God's will that made me thus—
It was man that made me so.

Now I rise in wrath and I vow a vow
That now and forever hence
This chisel, and forge, and pick, and plow,
Is my weapon of self-defense.

I rise in the might of a soul long wronged,
And long denied its food.
I rise, for the place where I first belonged,
In man's great brotherhood.

I rise up to claim the things I own,
The things that my hands have made,
And capital, title, kingdom, throne,
Must go. I am not afraid.

I have turned the page on my ancient age
Of fire and flint and stone;
I have passed the night by the morning's
light,
I am coming into my own.

—C. E. Sprague.

LOCAL Union Official Re- **ceipts up to and including** **10th of the current month : :**

L. U.	Numbers.	
1	378328	378394
1	536251	536513
1	309765	309771
1	419175	419250
3	48669	52028
3	314	350
3	182	212
4	428472	428598
6	6107	6236
7	173821	173973
8a	446501	446780
9	608851	608890
9	343501	343950
9	345151	345750
12	166114	166145
13	119177	119188
14	316546	316567
15	810508	810527
16	293938	293965
17	422462	423300
17	421501	421580
18	189360	189524
20	414808	415017
22	423176	423267
23	516001	516044
25	501228	501235
26	299041	299250
26	880651	880704
27	453047	453081
29	263467	263472
30	399872	399895
31	172044	172100
33	832906	832927
34	147606	147701
35	168165	168291
36	150534	150547
39	261401	261557
42	402838	402884
44	408840	408897
45	595687	595713
46	232295	232445
48	335726	335962
51	717102	717122
52	362198	362250
52	468751	469035
53	262251	262325
54	990586	990606
55	988486	988518
56	737890	737908
57	313666	313726
58	332971	333000
58	356251	356585
59	475558	475655
60	145993	146060
62	891807	891854
63	323442	323446
64	120612	120680
65	334471	334500
65	513751	513870
66	399521	399723
67	516910	516936
68	460545	460688
69	650531	650540
71	866083	866086
72	769298	769306
73	278251	278279
74	514501	514552
75	73128	73153
76	128813	128937
78	231856	231880
81	364071	364150
82	328926	329015
83	383561	383790
84	342711	342750
84	600151	600322
85	348855	348880
86	385642	385847
87	779978	779984

L. U.	Numbers.	
88	302482	302501
89	166566	166578
90	594033	594068
93	896031	896067
94	814184	814218
95	889128	889148
96	430701	430889
97	440709	440710
98	192781	193230
99	365151	365337
99	467338	467378
100	417801	417868
101	146971	147000
101	524251	524280
102	391280	391422
103	519751	519944
103	368941	369000
103	365391	366000
104	447111	447340
105	247501	247516
106	310057	310091
107	461337	461374
108	392366	392387
109	648103	648112
111	912282	912295
112	308529	308541
113	929188	929214
114	307546	307585
117	310298	310312
119	359571	359579
120	541246	541266
121	897229	897230
122	360940	360983
124	465001	465150
124	386881	387000
125	415501	415947
125	395907	396000
126	471001	471003
127	720246	720263
129	591784	591787
131	277436	277448
133	6455	6463
135	729437	729450
136	350570	350611
137	307007	307184
139	834535	834611
141	151009	151055
142	963141	963150
142	456751	456825
143	222377	222393
146	223025	223031
149	923569	923575
150	8419	8446
151	462051	462248
152	193981	194130
153	659621	659646
154	846323	846334
155	176977	177002
155	417003	417020
156	297794	297860
159	896865	896894
161	10583	10589
162	482799	482844
163	354983	355055
164	387447	387640
165	225874	225877
166	328739	328741
169	135994	136007
171	275490	275493
173	853241	853270
176	306108	306126
177	593689	593745
178	379550	379568
179	142514	142527
181	363261	363321
182	425513	425595
183	118587	118601
184	295181	295190

L. U.	Numbers.	
185	279805	279823
186	284360	284365
187	267751	267761
188	54868	54883
192	25104	25156
193	604092	604147
194	874919	874953
195	351485	351576
196	298381	298400
197	844914	844955
199	781634	781637
200	175126	175157
201	602878	602880
202	459783	459867
202	458251	458420
202	257941	258000
206	435946	435950
207	604046	604055
209	39401	39424
210	137466	137493
211	246168	246251
212	397949	398205
213	79032	79151
214	429931	430039
215	908711	908721
218	159958	159989
220	916503	916537
221	734716	734739
223	525751	525810
223	774862	774900
224	434343	434409
225	986637	986661
226	773721	773734
227	199743	
229	200325	200339
230	254539	254593
231	905321	905347
232	782985	783000
232	610651	610671
233	599383	599390
235	314239	314250
236	277562	277577
237	348098	348130
238	247118	247164
240	891990	892009
243	559866	559883
245	348541	348630
246	67619	67669
247	227496	227700
247	74512	74520
250	211987	212107
252	278881	278895
254	596823	596848
255	517924	517941
256	414087	414122
258	921877	921896
259	178034	178057
260	73827	73849
262	226125	226151
263	276202	276218
266	96972	96985
267	477193	477371
268	56815	56825
271	124926	124950
272	319829	319865
274	609459	609503
275	850968	850983
276	387667	387682
277	21539	21586
278	497632	497636
283	203084	203146
285	929093	929102
287	788971	788972
288	328030	328064
290	691651	691664
291	592173	592206
293	699459	699460
294	712200	712216
295	292101	292117
296	905987	906075
298	276789	276805
299	640511	640513
300	272929	272946
301	705431	705438
302	121024	121040
303	309604	309618
304	280528	280550
305	993051	993103
306	218581	218583
307	702280	702300
308	248251	248270
308	607377	607416

103

L. U.	Numbers.	L. U.	Numbers.	L. U.	Numbers.			
309	188621	188712	452	190368	190408	608	456018	456050
310	296424	296600	454	140555	140610	609	491602	491621
312	224557	224584	456	94436	94450	609	597222	597237
313	388027	388161	457	759432	759444	611	646001	646027
314	288215	288216	460	567993	568005	613	97895	97913
316	150499	150506	461	293241	293260	620	473093	473105
318	450042	450065	463	339478	339552	622	826565	826630
320	613051		464	567997		623	142036	142059
320	822597	822600	466	948511	948596	624	420835	420856
321	222825	222855	467	515448	515452	625	521023	521068
322	423764	423791	468	409693	409742	628	405024	405028
323	487678	487706	470	926307	926324	630	832950	832966
326	596032	596070	471	760266	760300	635	597900	597951
328	597202	597214	473	225169	225188	640	406381	406393
332	369898	369937	474	938906	938950	641	393183	393367
333	161980	162000	476	180987	181013	642	809322	809348
333	469501	469505	477	139668	139711	644	181849	181863
334	312722	312780	481	355577	355887	646	820042	820046
335	451548	451561	483	634268	634289	647	649607	649617
337	429058	429098	485	259176	259230	648	393882	393899
339	522161	522190	487	594477	594486	649	767272	767310
341	926616	926642	488	386207	486224	653	294357	294364
343	353387	353432	488	885891	885900	654	88906	88940
345	576410	576421	488	506251	506272	655	689368	689374
346	902626	902638	489	538112	538120	657	176828	176840
347	97032	97075	490	773302	773319	659	887037	887057
348	251754	251915	492	838991	839050	660	95826	95854
353	858473	858530	500	338762	338882	661	295863	295873
354	82805	82831	503	337774	337807	663	358926	359050
364	330857	330875	504	879436	879464	664	32562	32590
367	831818	831847	506	94925	94940	666	829541	829575
368	849550	849565	508	8029	8062	667	773163	773174
369	474751	474804	514	376671	376720	668	278000	278035
371	846350	846361	515	630576	630586	669	402023	402031
372	581021	581034	517	291672	291683	670	805507	805516
374	739191	739200	518	884417	884428	672	708866	708870
376	302741	302750	520	310217	310227	677	372121	372157
377	985385	985423	521	29789	29796	677	539847	539850
378	841635	841650	522	331727	331770	679	437809	437818
378	182251	182273	524	686930	686931	680	736572	736578
379	311731	311733	526	220128	220132	684	268761	268790
381	90301	90573	527	360109	360159	685	305533	305588
382	195554	195611	528	503251	503305	686	454535	454543
383	739444	739448	532	852584	852642	689	721112	721121
384	310907	310962	533	537374	537380	692	166592	166597
385	329766	329791	535	258024	258058	694	474001	474146
386	226725	226768	536	28882	28910	695	314545	314590
389	374351	374389	538	761777	761798	696	477789	477954
390	134370	134378	541	136588	136599	697	381303	381445
391	144251	144310	545	602689	602693	701	722018	722027
394	388531	388537	549	112891	112911	703	205247	205312
396	396599	396750	552	894448	894474	704	860961	860989
396	531001	531008	556	634320	634322	706	821741	821760
397	944089	944122	557	371723	371731	707	890045	890060
398	274877	274882	558	219987	220000	709	894483	894488
400	489608	489635	559	58292	58304	710	287496	287502
402	375940	375964	560	101547	101550	711	153436	153477
403	112010	112030	560	500251	500273	712	645789	645805
406	666173	666186	561	62359	62415	715	309642	309665
408	911893	911923	563	20463	20466	716	230241	230250
409	602608	602651	564	519016	519028	716	598351	598740
411	391596	391608	567	201451	201500	717	206792	206928
414	293254	299312	568	790473	790650	717	205830	205929
415	310519	310533	570	324740	324749	719	272654	272687
416	666776	666784	571	598959	598966	720	435061	435120
417	592373	592380	573	216052	216056	722	263220	263230
418	964221	964249	574	371431	371470	723	352588	352681
420	797035	797040	575	510536	510572	724	57541	57577
422	404252	404255	577	879857	879865	725	227095	227116
423	604703	604735	578	595154	595189	729	14334	14339
424	354032	354088	579	556845	556854	731	730225	730242
425	937431	937440	580	449077	449084	732	465796	465833
426	484025	484039	582	720822	720828	734	431311	431399
427	602255	602268	583	293605	293647	735	658859	658884
428	316910	316953	584	83991	84000	738	562701	562722
429	297486	297496	584	471751	471782	741	427585	427707
430	445644	445650	585	564255	564290	742	470291	470356
430	611851	611853	587	267268	267282	743	765248	765283
432	672055	672065	588	154134	154215	745	605269	605288
434	790199	790200	590	741016	741023	750	229411	229500
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MISSING RECEIPTS.

1—378326-327.
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VOID RECEIPTS.

1—378326, 359-360, 366, 372, 389, 536427-428.
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 1141—299890.
 1147—312421.
 1151—601405-406.

**RECEIPTS PREVIOUSLY LISTED AS
MISSING RECEIVED.**

18—189344-347, 349-351, 353-358.
 23—37410.
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 1126—266473.

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 256—414101-102.
 381—90320.
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 811—318958.
 947—598621-625.

PREVIOUSLY LISTED VOID NOT VOID.
 323—487676.

**UNITED STATES RAILROAD LABOR
BOARD.**

Chicago, Illinois, December 6, 1921.

Decision No. 545 (Docket 1215).

Railway Employees' Department, A. F. of L. (Federated Shop Crafts) vs. Chicago, Rock Island & Pacific Railway Company.

Question—(1) Do the overtime provisions contained in the carrier's agreement prior to the general orders of the United States Railroad Administration relating to wages and working conditions go into effect July 1, 1921, and remain in effect until final action and decision of the Labor Board as to overtime rates and provisions, or do the overtime provisions of the national agreement remain in effect on July 1, 1921, and continue un-

til final action and decision of the Labor Board on the overtime rates and provisions?

(2) What constitutes classes of employees as referred to in section 1, Addendum No. 2 of Decision No. 119, with respect to overtime provisions?

Decision—The Labor Board decides that Interpretation No. 1 to Addendum No. 2 to Decision No. 119 covers the question in dispute and therefore refers the interested parties to said interpretation.

By order of the
UNITED STATES RAILROAD LABOR
BOARD.

R. M. BARTON,
Chairman.

Attest:
C. P. CARRITHERS,
Secretary.

Correspondence

L. U. NO. 2, ST. LOUIS, MO.

Editor:

Well I was chosen last meeting to fill the place of the Press Secretary that has let his term expire, and at least I will try to let the Worker again hear from No. 2.

You see both No. 1 and No. 2 sort of think that all things have a beginning and an end, and that the I. B. generated its first impulse from St. Louis, and that the Brotherhood at large ought to just know that the beginning is in St. Louis, of the numerals at least, whether they hear from her or not. Now, as to conditions, well as they are in such a shape all over the universe I could not say if we have any more troubles than the average, but of course we have our troubles and are not all working, and I wouldn't advise any one to set sail towards St. Louis with their hopes on a job simply because they haven't read in a long time about No. 2 having a big strike or a lot of other trouble.

We had the election of officers as per schedule and this is how we are hooked up for the following year: President, Bro. Geo. Daegle; Vice-Pres., Bro. Farrell; Recording Sec., Bro. Eddy O'Keef; Bus. Agt. and Financial Sec., Bro. Dan Knoll; Treasurer, Bro. Billy Lantz; First Inspector, Bro. Mosley; Second Insp., Bro. Grimes; Foreman, Bro. Nieland; Ex. Board, Bros. Jones, DeVolk, Clasphill, J. Knoll and Fogg; Central Trades, DeVolk, Knoll and Hughs; Trustees, Bro. Anderlaia. Of course not leaving off your humble servant and Press Secretary, which happens to be myself, Harry Sollday.

Well, of course I can't say much for one of that bunch. I am around him too much, but taking the general run of new officers we have installed I'll say we have a pretty good lot, and in the on-coming year with the haze of battle in the air, when discouragements seem to present themselves I hope that the L. U. No. 2 presents a stiff front; that defeats that seem will prove victories, and only victories be tabulated in the history that we are to make in another year. That we grow stronger instead of weaker and some day when a fellow says No. 2, they will think of one of the Solid Rocks in the Brotherhood, and with the new present Insurance I hope that it will establish a new feature in the hearts of our members as well as our constitution, and every man that has a card in his pocket realizes that it is a thing of value and that every thing has been done or if not done will be done by the International to make both the man as well as the card a thing of more value, and that we are not gathered together as an institution just to extract Tax from our fellow men, but a band of human beings with hearts that are human with a thought of our brother ever present and that in turn costs money, but money like the bread that was thrown on the waters that return to you and through the ever sifting of the filters of life make men that the world is proud of, especially ourselves.

Yours fraternally,

H. J. Sollday.

P. O. Box 587.

L. U. NO. 113, COLORADO SPRINGS, COLO.

Editor:

Brothers, the Press Secretary of L. U. No. 113 is about to break all traditions and write a few lines to the Worker. It is not meant by this that he is about to break all traditions of 113, but all his own traditions, as this is his second term in office also his first letter in the Worker. He had thought that if he could get away one term without writing a letter the Local would surely become disgusted and fill his place with a more competent brother. But it was not to be as he is again entered in the role as Press Secretary.

The primary cause for this out-break is that old subject "Open Shop."

The Open Shop movement was started by a few of our most prominent business men, several of whom are our most honored (?) City Councilmen and made such by the vote of the working man. As yet the movement has not hit us, the Electrical Workers, very hard.

We have had one contractor, who has always hired Union men, sign the Open Shop pledge. The remainder of our contractors, all of whom carry cards in the Brotherhood, have been loyal in the matter. Several of our contractors, when approached on the matter by the Open Shop petitioners, have told them that before they would sign the Open Shop pledge they, the contractors, would give the petitioners the keys to their front and back doors.

We had an election of officers last meeting night. Brother Lobby was elected President; Mackey, Vice-President; Norman, Recording Secretary; Burford, Fin. Secretary, and Art Stanton, Treasurer.

Work is very slack here at the present time. Most of the Brothers are working half time and the rest of us about one-eighth time. As we have no hope for relief in the immediate future, would advise all the Brothers, looking for a job, to pass Colorado Springs, as the proverbial pay trains pass the proverbial tramp.

As this completes the news and the "out break" is about to cease Local Union No. 113 will wish you one and all a happy and prosperous new year, and retire for a month or two.

Fraternally yours,
Edwin W. Mackey,
Press Secretary.

L. U. NO. 122, GREAT FALLS, MONT.

Editor:

Local 122 had an enthusiastic meeting tonight with a better attendance than for some time past. A number of the brothers who have been away during the hard times have returned, as the smelter is gradually taking on a few more men preparatory to a general opening in another month. To date Brothers Renschler, Wade Wilson, Rapids, Prepos, McDonald, have drifted in from all parts of the country, all glad to see Great Falls once more.

A number of interesting discussions have been started among us by articles which have appeared in the columns of "Labor," and we feel that if not only the members

of our Brotherhood, but all union men, everywhere, would read this and similar publications more thoroughly they would be in a far better position to present the needs and desires of the laboring people, and to defend them before the world, than if they confine their reading to their local dailies, most of which naturally tend to take the other side in all such matters.

The Cooks and Waiters of Great Falls are in the midst of an enthusiastic fight against the so-called American Plan, which a number of restaurants and cafes attempted to adopt recently. Locals of all crafts are standing solidly behind the strikers, and it looks as though success would perch upon the union banners in the near future.

Labor men of Great Falls are all interested in the formation of a Labor Bank, plans for which are rapidly being perfected. The Railroad and Mining Brotherhoods are the ones directly interested at present, but all crafts are expected to share in the benefits of the organization when completed.

Fraternally yours,
George P. Hurst,
Press Sec.

L. U. NO. 127, JACKSONVILLE, FLA.

Editor:

Having been unlucky enough to draw the reporter's job in our last election I will try to let the rest of the brothers know how 127 is getting along.

The result of our election was that Brother M. A. Livingston was elected President; E. C. Collins, V-Pres.; E. C. Valentine, Fin. Secy.; A. V. Allison, Rev. Secy.; E. C. Collins, Treas.; M. H. Ahrams, Foreman; E. G. Silcox, 1st Insp.; Rudy Baacke, 2nd Insp.; A. Arneson, trustee; Executive Board, E. G. Silcox, A. Arneson, E. C. Collins, F. G. Loll; Pres. Sec., A. Wilson; Delegates Central Trade and Labor Council, E. C. Valentine, F. G. Loll, A. Arneson, M. H. Ahrams, Rudy Baacke.

Although there is a little work going on there is not enough to go around and the men are having a hard time making both ends meet.

After being out since April we finally admitted we were whipped for the present, but a good man may be down but he is never out. We are all going to put our shoulders to the wheel and make Jacksonville a 100 per cent town. The men who broke ranks are sick of their conditions and getting sicker, same old story.

Brother Murray is still on the sick list, but is getting along as well as could be expected. Brother Barnes is also on the sick list. We hope he will soon be well enough to come to our meetings again as he is an old head and right now we sure need them.

Hoping the rest of the locals will have better luck with their difficulties than we had, I am,

Fraternally yours,
A. Wilson,
Press Secretary.
L. U. No. 127, Jacksonville, Fla.

L. U. NO. 153, SOUTH BEND, IND.

Editor:

Local No. 153 happens to be just one more of the many Locals, "Still on the map." Trying hard to weather the American Plan storm and are meeting with some success, but like the "Fathers" of said Plan, we will never be satisfied until we have it all our way.

Work in this locality seems to be slow just at present, several of our boys are loafing. It has been said that this is an "Open Shop" town but far be it from such,

some of the shops went wrong last April and are still wrong and will be until they see fit to listen to reason and do business with the boys of our Local.

At our last election of officers, Bro. Oliver Davis who has been our Financial Secretary and Treasurer since May, 1914, gave up his office and was elected President, Bro. R. J. Elliott was re-elected Vice-President, Bro. Harry Austin was elected Financial Secretary and Treasurer and Bro. Roy Shoemaker is our new Recording Secretary. The record of Bro. Davis is worthy of more able comment than I am able to make, "tried and found true" should cover it all.

Am only sorry Brothers that I cannot invite you to come this way, but it will soon be time for the "Annual Spring House-Cleaning," and maybe after we get all fixed up, we can say come on and welcome.

With hopes of success to all Locals and to our unexcelled International office, I am,

O. J. Lee,
Press Secretary.
Local 153, I. B. E. W., South Bend, Ind.

L. U. NO 162, KANSAS CITY, MO.

Editor:

The first meeting night of this month we held our annual election and installation of officers which are as follows: L. J. Barclay, Pres.; J. R. Fulton, V. P.; F. S. Eldred, F. S.; J. V. Sibley, Treas.; Bob Solzman, 1st Insp.; Clide Gagnat, 2nd Insp.; Tom Kerney, Foreman; Arthur Upston, trustee; grievance committee, L. J. Barclay; chairman, Brother Donnley and W. O. Justice.

I am rather proud of the line-up boys with the exception of one and that Sibley guy will bear watching. Don't let him get away with anything.

That same night we had Brother Cronin with us from L. U. No. 53. He was representing and rooting for a cooperative grocery store, which has started in this burg. We were very glad to have Brother Cronin with us, and enjoyed his talk. We hope he will call again. Some of the boys, I believe, are patronizing the store and we wish it the best of success, hoping to have more cooperative business of all kinds in the near future, but lets don't just wish for success, lets buy our groceries at 5919 St. John Ave., you wire twisters in K. C., and don't forget the address.

Well, I for one, am glad to know that our new insurance plan is in operation and here is hoping the new machine doesn't experience too many shorts grounds, opens, etc., and lets extend our transmission lines because boys this machine automatically increases its output and efficiency with increased load and the best of it is there is no peak load limit, the chart will never show the curve dropping for an increase in load.

Now bunch this is all high tension stuff, but the power end of the game is the end where the most money is. If you don't believe it look at Henry Ford with Mussel Shoules. So keep up your dues and insurance and in a few years we will own our banks and buildings as well as our homes.

I will leave you now to think this over, so don't throw a wrench in the above mentioned generation.

Fraternally yours,
J. V. Sibley,
P. S.

2426 Indiana Ave.

L. U. NO. 196, ROCKFORD, ILL.

Editor:

It has been a long time since you have had a letter from Local 196 for the Journal, so I suppose you expect quite a bit of news. Well I will just commence in in-

troducing the Brothers with our newly elected officers for the coming year as follows:

Pres., S. B. Dunn; Vice-Pres., J. Sammons; Treas., H. Fedeh; Finan. Sec'y., H. Fortune; Rec. Sec'y., Sam Sassah; Foreman, T. Edwards; Inspectors, Cox C. Leitz; Trustees, Sammons, Perdue, McDonough, and I will admit that is a pretty good bunch of men. Of course we have a few more men who would make just as good, only, well we will take Brother Ed Dato for instance he would make a good Vice-President in some hall where the light would not shine on his bald head because it reflects on the communications when the secretary is reading them. Well old Ed is quite a sport at that. He will never grow any hair as long as he keeps on drinking moonshine and dago red. The brothers can rest assured that I will try my best to guide Brother Dato. Every one around here is in good shape and raring to go. Brother Sweeng and a few other brothers are out of town working.

Brother Knisley just returned from Springfield, where he has been working for the city. Brother Alex Cox is still around full of fight as ever. We kind of miss Bill Kulp. He has been gone a long time now. Well say I can't forget our new chef and believe me his wife is sure lucky to have a man like Arthur around because he sure can put up a swell feed. He was ably assisted by Brothers Perdue & Van Hyer, the boy who is going to be a dancing fool one of these days if he doesn't get disgusted. And I can't forget our President, Sam Dunn. He is the same general as ever. The trouble is we have got to keep him and John Sammons apart. Every time they come within striking distance he sure deals a wicked hand. All the boys are going to lay for him some night and take it all away from him. Little Frankie Kirk is going to lead the gang, so we are safe there. Well work is about the same here. We are all waiting for things to open up, but we cannot complain.

Best wishes to all the boys and a happy and prosperous new year to all.

Fraternally yours,
Sam Sassali, P. S.

L. U. NO. 210, ATLANTIC CITY, N. J.

Editor:

Well old top, I have been A. W. O. L. so long that the President of this outfit says to me the other day that if I didn't get back on the job this month I would sure be S. O. L. So please Brother Chas. give me some little space in these columns. But I got about fourteen different alibis for the aforesaid absence, chief among them being a raise in rent of ten berries a month, thereby causing me to lose all my good looks through worryment until I found another place in which to park my weary bones. Now I have a swell joint and by renting out a couple of rooms I can beat the landlord at his own game.

Just before the rent raise came along the Atlantic City Electric Company presented their linemen with a beautiful gift in the form of a nickel an hour cut in pay, so all the woodwalkers now receive the munificent sum of seventy cent an hour, which is altogether too damned much money for climbing poles, especially in stormy weather and when the cut came it was accepted without a word of protest. There was a lot of grumbling done on the job and in the meeting, but that is as far as it got, each one sitting back waiting for the next fellow to start something and become the goat.

At present the Light is doing some extra work and have hired four additional hikers and a few sod busters. Shorty Barnard

and Bill Gall from Philly are with us and I hope they stick around quite awhile. As far as I know the outfit is filled up and there will be nobody hired for awhile.

Parson Jones of Local 211 has been poking fun at my stuff that has appeared in these pages relative to the sea shells and ocean breezes, so I got back at him by busting into the narrow back game a couple of weeks ago and stealing some of his stuff. I hope that I have hit my last high one as it sure is nice to be in the inside looking out rather than an the outside looking in and especially now that the arms and sticks are covered with snow and ice.

Brother Braun, the fast working B. A. of our sister local was elected P. S. for that outfit and he has promised to run me a close second in throwing the bull each month. All I will say at present is "Go to it Bill and if you get stuck I'll help you out."

I haven't seen a Worker since last June. So if some kind friend or brother should happen to have the issue for December I would deem it a favor if he will send it to me. (Sent by editor.)

The same old crew was returned to office for the coming year, so I guess we will be able to breeze along at top speed as usual, but I am here to relate that the twenty-five and fifty has had me going for some time.

The compulsory end of the new insurance plan did not make a hit with the majority of this Local. For strange to say there are quite a few of our boys who are carrying pretty heavy insurance and do not feel able to carry on the additional expense and have signified their intentions of dropping out of the organization rather than pay the extra ten eighty a year.

As a business proposition it is an excellent investment, but coming as it did, at a most inopportune time in regard to steady employment and reduction of wages, it is I am afraid, going to play havoc with the membership of this organization. However, I am not a crepe hanger and am truly hoping for the best and will do all I can to help it along. Now that it has been adopted by the referendum.

Has anybody seen or heard of N. C. (Red) Davis, who was last heard of in Shrevesport. The old beloved Red head owes me about fourteen letters, but I will let him off with one.

For a change we had a lovely snow and sleet storm which came out of the northeast on the wings of a seventy-mile gale.

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Next Job

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Highland Park, Illinois

It lasted nearly two days and completely tied up all traffic both to and from the shore. But sad to relate it didn't create much work for the electrical tourist.

Well, I reckon I have used up all of my allotted space for this month, so will pull the plug.

Best regards to Hildy of South Bend and all the rest of the Brotherhood.

Yours fraternally,
Bachie.

Apt. 12, Majestic Apts., 147 St. James Pl.
P. S. If this gets by the censor, I will try to repeat next month if I don't get fired before then. Windy Draper of Pleasantville is still the star attraction at our regular Tuesday evening social club, only his apple jack would make a jack rabbit spit in a bull dog's face. Enuf said.

L. U. NO. 218, SHARON, PA.

Editor:

On January 13th L. U. 218 installed the following officers for the ensuing year: Pres., A. W. Lynn; Vice-Pres., H. L. Hoon; Rec. Sec'y., A. Billig; First Inspector, Paul McDowell; Treasurer, F. Z. Neal; Fin. Sec'y., Geo. Keatley; Foreman, I. F. Stoyer; Second Inspector, E. Newberry; Trustee 18 mos., Guy Brennan; Trustee 12 mos., A. Billig; Trustee 6 mos., J. P. Aspery; Press Sec'y., T. C. Gardner.

Work for the ensuing year does not look very good at the present. There has been some pole line construction, which is about completed. The inside game is very poor as the open shopper has prospered on account of not much work and those who do want a job of wiring done are not very particular about employing union labor.

Our members are pulling through a very tough year, as there are no diversified industry in the valley and men in all branches of the steel industry walking the streets, one can imagine just what the situation is here.

The following members have a little assessment of \$100.00 and \$1.00 per day for each day worked in unfair shop. Emmil Spohn, Ralph George, Duanne L. Riggs, George Morgan, Ed Cummings, Evan Edwards, F. B. McGaffie, F. L. Kreider, T. Jones, A. Marino L. U. 220, J. Mills L. U. 64, J. Durdilla.

The linemen did not have a deserter among their number during their vacation on the expiration of their old agreement and the adopting of the new, but the inside men were of the two town tramp variety, who grew fat and greedy during the war and could not stand a vacation to defeat our enemy, but did the "Benedict Arnold stunt" and the day will soon come when they will want forgiveness.

Conditions soon after the first of last April began to look good for organized labor, but two of the largest L. U.s came to the conclusion to work with only members of their own respective crafts and these two crafts were the first on the job and the last on the job. So with such support as this our craft was hard hit. Should building operations revive as there are several large buildings planned for spring this will be the best kind of rat poison and there sure will be some looking for an antidote.

The G. V. Cooper Co., N. Y. City has the wiring contract for the new Columbia Theater, which would have been a great lift to our members, but so far only one of our members has been employed. There is no progress being made on this job and prospects of a shut down until spring.

Brothers do not come this way before you write as it will save you some expense.

With best wishes to all officers and members of I. B. E. W., we are fraternally yours.

L. U. No. 218.

L. U. NO. 220, AKRON, OHIO.

Editor:

Since I have been re-elected Press Secretary for year of 1922 I will try to get a letter in the Journal monthly, but owing to the conditions here there isn't very much to write about. There are no big jobs or little ones worth mentioning. A few of the boys are working at their trade, but the most of them are loafing. The contractors are talking of putting up a couple of buildings this spring, but we don't know what the outcome will be, but so far as we can see we will have enough wire twisters here to take care of all work that we may have this spring and summer. Don't come this way expecting work unless you see it advertised in the official Journal. We are not contemplating any trouble in the spring, although we might. It can't always sometimes tell.

There were some change in officers for the new year. The officers are President, C. R. Strohl; Vice-Pres., Robert Fibish; Recording Sec., J. M. Shepherd; Fin. Sec., S. P. Morgan; Press Sec., S. P. Morgan; Treas., A. L. Johnson; First Insp., J. S. Lecker; Second Insp., Russell Sparks; Foreman, F. H. Lynch; Trustees, J. H. Zufall, Mike Stelba, W. P. Avery.

With best wishes for a prosperous new year, I am,

Fraternally yours,
S. P. M., Press Sec.

L. U. NO. 304, GREENVILLE, TEXAS.

Editor:

Well Brothers, Local No. 304 has put this Press Secretary job on an awfully poor scribe to my notion. But here goes. Things are awfully quiet in this part of the country. Although organization work in the last part of 1921 was something great, not only in the electrical business but in every line even to the poor old Texas farmer.

We are still confronted with the great open shop in Texas, or as they call it, The American Plan. While in one place they have two Jews, one negro and one Chinaman working in a newspaper house. You know it is bound to be an American plan under those conditions. Well brothers, we are fortunate here in regard to the open shop movement as we have been able to get a few lines into the Chamber of Commerce's Constitution, where they can't even talk upon organized labor at their regular or special meeting.

This was accomplished through our Central Body here, it having been organized only a little over three months ago. And at each meeting we have a good crowd of the delegates out, especially from the Farm Labor Union. They say that they are with organized labor as long as they have meat and hominy. 'Nuf sed.

F. W. A.,
Press Sec'y.

L. U. NO. 347, DES MOINES, IOWA.

Editor:

Local 347 has been a little slack in the past in contributing news of happenings in and about its jurisdiction, for which we hope to be pardoned, by those who would be interested. The truth of the matter was, and is, that we were and are teaching our contractors, that it is better to see our hand than not at all, as one lose all lose. Brother Chiles our organizer, was with us a few times during the grand fiasco, as was Brother Broach, V. P. of the I. O. They both saw our battle in progress, of course we lost, but have not given up.

I wish to say that L. U. No. 347 is beginning to come back again after going

through one very tough year. While we have lost almost half of our membership, we are still going strong for the S. B. E. W. and the old timers who have stuck are as game as ever. We expect to wade into a fairly good year and the outlook is good for 1922. So we as a whole are not much worried.

Quite a number of the business men who advocated open shop, are considerably blue about the gills, with loss of trade and heavy overhead expenses, quite a number could not make the hiffel, as big business was cooking its own fish, and had no time to bother with the small fry. What big business wanted, was merely to get the thing started, and after it got going right good, tear loose from the small fry, and retract all promises made of help. Consequently a large percentage of them are wondering if they ever will get started again. We should worry, organized labor knows where to go when they purchase anything.

I might as well inscribe a little stuff into the Worker regarding the Railways while I am about it, and feel like it, and if any railroad boys see it they will appreciate my sentiments if they are true Unionists. I put in about three weeks at hard labor upon one of our large railroads, and was glad when I got laid off. I was surprised to find that not one of the main-trainmen of waymen had a card. I had always been strong for the railroad boys, but from now on never again. Two I found that had carried cards but in defending Unionism I received no help from either of them in my verbal battles. No there were no fistic encounters. I would have lost if there were, but I managed to answer all arguments. Their chief argument was, that they did not need a union, that the unions never did help them much, and there was no sense in paying dues as the Rail Labor Board was fixing the wage scale for them, and that seniority counted. When one wanted a certain job all he had to do was to bump a younger man off the job, and take it regardless of whether the man bumped was married or single. I saw married men bumped off by single men. I saw a 71c per hour man bumped into a 37c per hour job and the 71c man liked it. Talk about being mad, I was, and I told them that when the contractor took the division over the first of the year, each and every one of them, would have to buy their jobs from him, and get a rating of from 25c to 50c per hour. I certainly believe it will happen from what I know of the Heckler outfit. I used to shell out my coin to these railroad bums for feeds, but since finding they are not human, I draw the line from now on. All you boys who know me I hope will do the same, and remember Unionism first, last and always for us forever.

I wish it understood that our Building Trades of Des Moines is coming ahead also. While there is not much chance of a Blanket agreement again, we are still working to piece it together again, and work along those lines, and when the time comes, which it will, we will bring it out in all its glory.

Work at present is slack here, but seems to be picking up here and there, and the prospect is good in getting some of our contractors lined up again for a signed agreement this coming spring and getting the others whipped back into line for there will be considerable competition, as quite a few of our Brothers have gone into business for themselves. Also we look for our treasury to swell up when those whom have dropped out of the Local during the last year begin to come back. We will have some examining board to take care of them.

I hope some of them read the Worker and see this. No hard feelings Brothers, but we sure have got to make up for lost time and energy expended at roll call. You see we pay for that office, and it costs money to call a name, and the wear and tear on pencils, so we sure got to collect from someone.

I saw in the December Worker an item regarding Victor Murdock in regard to Unions fighting labor haters with their own weapons. Good for old Vic. His paper, the Wichita Eagle, always did meet the Unions fairly well, and I hope he continues to do so.

The Eagle never did have any love for the Scabby Bacon (Allen's paper) and they are only a block apart, with a fire station and a federal building to hold them apart when their arguments get to be cited. The Eagle is also 100 per cent American, and displays a waving electrically lighted American flag, the symbol of true Americanism with freedom and justice to all.

We also Mr. Murdock, have a paper here, that is not affiliated with the Union. It is the Des Moines News, and prints real stuff for the laboring class. I have formed a habit of clipping, and have quite a few clippings on hand for reference. Long live the News. Keep up the good work. Its the best propaganda for us that can be put out, and is appreciated, and I hope to see it continued so all you I. B. E. W. men help the good work along, agitate, use your rights and organize.

We had a real smoker the last meeting night in December with ham sandwiches, cheese sandwiches, cigars, cigarettes, coffee, and all the rest of the stuff that goes with a smoker. Well, we were all happy, and when the time came to go home some of the boys had to be "lead kindly light," but I guess they all got home alright. Leastwise I did anyway. It was a glorious night. We elected all our officers that night and a fine bunch it was, all fit for the office they were elected to, to which I commend the following:

President—J. C. Westerfield.
President—Lee Franklin.
Recording Secretary—Chas. F. Frohne.
Fin. Secretary—G. Hobbs.
Treasurer—Bob Hatcher.
Trustee—E. Harmon.
Foreman—Bob Hatcher.
1st Inspector—Henry Allen.
2nd Inspector—Karl Kellar.
Press Secretary—Chas. F. Frohne.
Executive Board—E. C. Wright, Wm. Schoen, Bob Hatcher, M. Walsh, F. Moyer.
Examining Board—Wm. Schoen, E. C. Wright, C. B. Crispen, S. O. Norman, E. Harmon.
Building Trades—Wm. Schoen, Bob Hatcher, H. Quinn.
Trades Assembly—Chas. F. Frohne, W. S. Hohn, Karl Kellar.

Faternally yours,

Chas. F. Frohne,
Press Secretary.

L. U. No. 347, Des Moines, Iowa.

L. U. NO. 369, LOUISVILLE, KY.

Editor:

As I have had the honor of having job of Press Secretary thrust upon me by L. U. No. 369 for one year providing I do my duty, which is one of this Locals mottoes, do or get out. Will say that our local has again displayed wonderful ability in selecting their elective officers for 1922. And as a tribute to the tireless and successful efforts of the 1921 officers were again returned to office with but few exceptions and changes.

Brother E. L. Baxter was again elected Business Agent by unanimous vote to look for and after the interest of our local and membership, which we hope will be a

banner year, as we know that the Open Shopper or advocate of the American plan has about decided that his high explosives better known as printers ink which exploded through the capitalistic press has done little or no good and as a result we expect a prosperous year.

Work in and around Louisville is not so plentiful at present due to the cold weather and first of the year, but we are expecting some nice jobs in the near future. One I may say will be our new Three Hundred Thousand Dollar Labor Temple, which labor is to erect during the summer months on a beautiful lot, which they recently purchased on Market street. Well Brothers lets pull together for one year and assist our offices instead of knocking as is the usual case and see if 1922 does not bring great results.

With best wishes to the Brotherhood and officers, I am

Fraternally,
H. Henderson,
Press Secretary.

L. U. NO. 372, BOONE, IOWA.

Editor:

L. U. No. 372 I. B. E. W. of Boone met January 4th and installed new officers, elected as follows: President, F. E. Anderson; V. P., R. S. Sprager; Fin. Secretary, Geo. Smith; Rec. Secretary, Milo Higgins; Press Secretary, W. D. Crawford; Treasurer, U. G. Stout; 1st Inspector, C. P. Markley; 2nd Inspector, E. Everts, and one new trustee, E. Bentley.

Business in all lines being dull, we have about twenty-five per cent of our members out of employment.

Our old stand by H. C. Elliot who has been a member in good standing since he joined as a charter member of Union 372, and has always held some office, is to have a rest. This term he was not elected to any office as we all feel he deserves a rest, remembering how faithfully he worked for every interest of local, persistent in its welfare through some very hard places. We will all be glad to have him out in the hall each meeting night where he can talk on any subject to his hearts contentment without having any particular business of the local on his mind, except in a general way. We also hope that the worries of the business will not continue to make gray hairs in his head where there are so few left.

Yours fraternally,

W. D. Crawford,

P. S.

L. U. No. 372, Boone, Iowa.

L. U. NO. 443, MONTGOMERY, ALA.

Editor:

I will try and let the Brotherhood know that Local Union 443 is still alive. Although 443 is small in numbers the members are loyal to the I. B. E. W. I will have to tell the members the same as the other Press Secretaries do. There is nothing doing here, but the members are all working but two in Montgomery. Inside work is at a standstill and the Linemen are only doing maintenance work.

At the annual election of officers the following were elected: W. M. Voss, President; L. I. Hazel, Vice-Pres.; Harry Cornett, R. S.; E. A. Woodworth, Fin. Sec.; J. C. Kendrick, Treas.; Bro. Kendrick has been F. S. and Treasurer for so long that when the convention said that the office of F. S. and Treasurer had to be divided L. U. 443 did not like to change as Bro. Kendrick has held 443 together while the rest of us have been floating around the country. So as he was the best man for the job of Treasurer he was elected unanimously with a rising vote of thanks for his faithful performance of the office of Fin. Sec. and Treasurer.

Organized Labor in Montgomery has had on a big drive to get all organized labor their wives, daughters and friends to register and pay their poll tax. 443 has two members where there are six voters in the family that are registered and poll tax paid. That is a sample of what can be done if organized labor will get together and pull for the right. Remember that organized labor must vote as a unit and we can win anything that we want.

Hoping that the other towns and cities have done as well as Montgomery, with best wishes to the officers and members of the I. B. E. W. I am,

Fraternally,

E. A. Woodworth,

Press Secretary.

L. U. NO. 527, GALVESTON, TEX.

Editor:

Here I am again. So you see I didn't get discouraged with my first attempt, but am sorry to say that conditions in general are very discouraging in every way to begin the new year.

We held the regular election of officers which follows:

President, A. T. Mantzel; Vice-Pres., H. J. Aymes; Fin. Sec'y., H. W. Wells; Rec. Sec'y., Jas. F. Smith; Treas., C. F. Collins; First Inspector, Joe Carline; Second Inspector, Frank Mixner; Foreman, R. E. White; Trustee, 1 year, E. D. Paquette; Trustee, 2 years, Bert Sandham; Trustee, 3 years, Bro. Yance.

No. 527 has a fine little bunch of fellows, but all trying to do the best they can under the present conditions, fighting the open shop and also a general depression in work. So I would advise all Brothers to steer clear of this port until further notice, as they are liable to go on the beach.

Well I guess this will do for me as it is a little out of my line.

Hoping to hear better news and more of it next time, I beg to remain,

Fraternally yours,

Jas. F. Smith,

Rec. Sec'y.

L. U. NO. 649, ALTON, ILL.

Editor:

I will try in my humble way to enlighten the brothers who may peruse these lines, provided of course the Editor doesn't blue-pencil them and throw them in the waste basket, about the conditions as they exist about here. The Alton State Hospital job is moving slowly and if this cold weather keeps up will practically stop as the contractor on this job is about as slow as they make them, and it doesn't take much to stop him. We had some trouble making him live up to the building laborers' scale, but after a round or two between him and the Building Trades Council he agreed to be good. Local 649 has a man or two working there if not steady, at least fairly so.

St. Joseph's Hospital is also building a new wing this winter furnishing work for a number of building tradesmen. We also have a man on that job. The other contractors in town have a little work now and then, but after all is sized up things are about as dull as they can be. Unemployment is pretty general and the pinch of hard times is felt all around, even the store keeps are beginning to squirm and kick, although in a sense they helped to bring it on themselves by aiding and abetting the Chamber of Commerce and the wrecking crew in general.

I believe we can say that the worst of the open shop movement is past, and from now on it will get better as time progresses. The fight to kill union labor was a hard

one and well planned and financed by some of the brainiest and wealthiest classes that Old Mephisto ever had in tow before since the dark ages.

It seems to me that after the smoke of battle will have cleared away, that the men and women who have stood shoulder to shoulder and fought for their convictions, aye, almost starved for them will onward and upward to a fuller and more Utopian existence.

M. L. Watkins.

L. U. NO. 695, ST. JOSEPH. MO.

Editor:

Will try to get a line in the Worker to let the boys know that Local No. 695 is still in the ranks.

After an eight-months lockout we are a little groggy, but still fighting old open shop. On the first of last April the big shops here told us that seventy-five cents would be the scale. Of course we could not see them.

There were some thirty-two men who were affected or locked out. One fellow that we had just taken in left us early in the fight. The rest have all stuck to a man. Some of the boys opened shops of their own. Two or three of the small shops remained fair and as there was very little work here, some have had a pretty tough time this last year.

About Nov. 20th some thought we had tried almost every thing else and the big shops promised if we would go back to six bits they would put all the men back and give a bonus to make the other two bits.

Well, Brothers it worked—for the bosses. We like all locals had a couple of weak-knee guys who slipped over a vote to go back to work. Two or three of them did so. And of course when the time came for the bonus, there was no such animal.

Very few of the members working at this time, but we will get through until spring and be ready to take old open shop another heat.

The Linemen of No. 695 are negotiating a new contract with the St. Ry. Co. and report they expect to get one signed in the near future, but I am not at liberty to say at this time just what it is.

Any Brothers passing this way we will see that you eat, but cannot promise anything further at this time.

Hoping to be able to have better news next time. With best wishes.

Fraternally yours,
Hugh Bias, Rec. Sec'y.

L. U. NO. 716, HOUSTON, TEXAS.

Editor:

The new officers of Local 716 extend to the brotherhood a very hearty New Year's greeting.

The following are the newly elected officers for the year 1922, and a few remarks concerning each:

President Goode, a pleasant gent whom I am afraid the sternness of the chair will not sit very well with his natural good humor.

Vice President, Kians, a handsome youngster who will add charm to this post.

Recording Secretary, Holmes, a quiet young man who would naturally rather listen than talk.

Financial Secretary, Rothrock, an amiable chap, but firm as the name.

Press Secretary, Joliet, less said about Yours Truly the better.

Treasurer, Morris, a talkative gent, who slings a wicked pen.

Inspectors, Gross and Spence, two Hercules, who will force proper attention by the membership to their respective offices.

Foreman, Saxe, the Local's clown. You

can't trick past this boy—he's always one ahead of you.

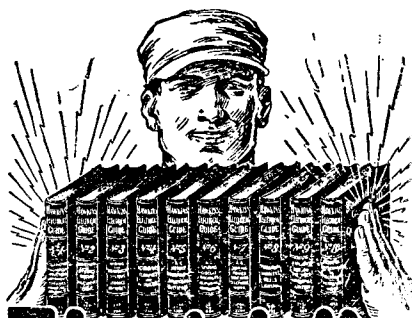
Executive Board, Kopp, Robinson, Wood, Shawn and Lewis, a quintet of mentors—a little wooden in spots, but as a whole reliable as the Rock of Gibraltar.

Trades Council, Smith, Piersal, Saunders, Kibler, a quartet of interesting characters, all staunch workers, each in his own particular way.

Business Agent, Smith, a sonambulist, but whom when prodded real hard can become as busy as a Buck Private just before inspection.

The election of officers was one of the speediest on record consummating less than two hours, and was very satisfactory I have been told to those elected.

The boys on Christmas very handsomely remembered the wife and children of



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Brother Bodin who has been confined to the hospital for several months, and all joined in wishing him a speedy cure, also hoping shortly to see him among us once more with that same smile as of old.

I was asked, "What makes Brother Kibler so quiet since election?" Probably the Brother has reasons of his own. Anyway I would rather they would ask the Brother himself.

They say that the Star Electric lost a fast worker since Louie Frank married. How come?

What made Brother Saunders so cheerful election night? Somebody said he even tried to repeat the words—"Around the rugged rock a ragged rascal ran."

Brother Jacobs, try a little pre-prohibition persuasion the next time you have roofing to do and I guarantee that you get your shingles laid on record time.

This P. S. hopes that the year 1922 will see the complete annihilation of the Open Shop movement and that its leaders themselves will have become hurried in the polluted ashes of their own endeavors. Also, may the miserable year of 1921 be quickly forgotten in the prosperous year of 1922 is the wish of

Yours truly,
R. L. Jolet,
Press Secretary, Local 716.

L. U. NO. 773, WINDSOR, ONT.

Editor:

It is some time since there has been a letter from Local 773, so will attempt to give you a few lines.

Conditions as regards word, have not been so bad up to the present, nearly all members working part time at least, but for the next three months things look dull.

At the last convention in the face of hard times, the fact that our membership was and still is defeting, the delegates say fit to levy an assessment upon our membership to build up a strike fund.

I wonder if the membership or even the delegates have given this fund serious consideration. To my mind "strikes of individual crafts" has outlived its usefulness, if it ever had any.

Our strength lays in "striking at the ballot box." This has already started in Canada to no small extent, and by the time another federal election takes place, Farmer Labor may control the house. Assessments? Yes, we need lots of them, but the money should "at least a large portion" be used toward getting a political machine working. We should along with all other crafts prepare and compel the A. F. of L. into political action.

Every few months some new organization starts up and falls about as quickly, but it leaves its mark and we of the A. F. of L. know it, when we try to get new members.

There is something wrong and the only way to suppress propaganda against us, in fact the only solution is "Political Action." I remain,

Fraternally yours,
David Moore,
1613 Attawa St., Windsor, Ont.

L. U. NO. 802, MOOSE JAW, SASK.

Editor:

We feel it our duty to have a few lines in "The Worker" so I am sending a little news to remind all the brothers that we have not died or frozen up in the land of real winter.

We had our installation of officers at our last meeting and we feel that we have a very good line up for the coming year. They all realize the importance of real

strategy at the present time and probably for a few months to come but I am sure that they will steer us up through O. K. and at the best end possible.

Things are generally pretty tough up here just now and no prospects in sight, although we of course hope they will pick up in the spring. We would not advise anybody to come up here for work even next summer as there are no jobs in sight at all.

We held a dance in November and although we had a good time we did not make it a financial success, but we hope to make up for that some time in the future, when prospects look a little better.

We are at present busy with our 1922 agreements and schedules, and we entertain good hopes for a fair rate and conditions. Although it may take a certain amount of navigating we hope for the best.

Wishing all Locals and Brothers the best of success and good luck.

Yours fraternally,
F. S. Ballam, P. S.
Local 802, Moose Jaw, Sask.

L. U. NO. 936, ENID, OKLA.

Editor:

Enid Local No. 936 is about "as we were." Building is slow. New building is not so encouraging as we could wish. Yet all the boys are eating and I guess we are as strong and harmonious as any local in town.

Our chief attractive feature in the eyes of the public here is that union shops with union men are far more dependable as to material used and workmanship performed and though they get more per hour they use few hours "doncherknow." Eight hours at \$1.00 per hour costs no more than twelve hours at 66 2/3 cents per hour. Incidentally I will say that unless we do excel in skill and speed it is no use to fight the open shop in the building industry.

A man not able to earn more than a helper's money is as much harm as a bum journeyman as he possibly could be as an unorganized, and is no more good to himself.

Lets organize everybody. It is best for all. But it is bad judgment to classify men higher than they can deliver the goods for.

Under the head of accidents, men who know Brother Weaver will be glad to know he is improving slowly, but steadily and seems sure to recover as fully as any man can after one eye is gone. I will mention that when hurt, he was paid up. So his sick benefit comes through gladly. It isn't much but no doubt it would help any of us if injured. Prompt payment of dues is the first virtue and first commandment for a member of a Labor Union. It is the only safe way as well.

Very respectfully,
J. E. Cobb,
Press Sec'y., Local 936.

L. U. NO. 1101, ANAHEIM, CALIF.

Editor:

No. 1101 of Anaheim, California, has just installed its new officers for 1922. To my knowledge it has never had any correspondence in the Worker before, therefore I think this will get by the censor.

For the sake of the brothers who are good enough union men to read our journal, I am taking the pleasure to say a bit about 1101 and vicinity. Of course you all have heard of Los Angeles and Southern California, but no doubt lots of you never heard of Anaheim until now. Well this is

a small local of about twenty members only one and one-half years old. Anaheim is a clean little city of about 6,000 population, located thirty miles south of Los Angeles, surrounded by orange groves and active oil fields. Our jurisdiction covers all of "Orange County." Truly this is an orange county.

When I first came out here, I had the good luck to wire an orange packing house and I ate all the oranges I wanted for three months while on the job. You boys back home in No. 7 don't you get envious. I think of you these wintry days stuck in the snow drifts, while we in "Sunny Southern California" are motoring to our work without a thought of extra wraps. 'Tis from the ocean or the "Santa Anna Winds" from the deserts. But most people here think the advantages are greater than the disadvantages or most of those who come here would not stay.

Now boys don't get too enthusiastic and rush out here, for even though California has been and is the brightest spot in U. S. We have no place here for a lot of surplus men. Many a tourist has spent his last dollar to buy gas to get here only to find a job hard to get and harder to hold when some other guy comes in and sells his services for less than scale. Our scale is \$8, but there are a few on the outside taking much less. There are more curb-stoners here than any where else, but the bona-fide contractors are doing all the big jobs. Take my advice boys, don't come out here till things get a little more settled.

Well wishing you all good luck for the ensuing year and hoping to see more correspondence in the Worker in the future than in the past. How about it No. 7, No. 22, No. 68 and a few more of you get out your pen and get busy. Wake up.

Fraternally yours,

Walter H. Hendrick,

P. S. and R. S. No. 1101.

Box No. 274, Fresno, Calif.

L. U. NO. 1125, CONNELLSVILLE, PA.

It is with pleasure that I wish all of our executive officers a happy and prosperous new year. I personally do not think that there is an organization, no matter what kind, that has a better set of Executive officers than our own I. B. E. W., and my only prayer is that God may bless you all and keep you steadfast in the up-lifting of mankind. While we are told by our constitution that there shall not be a religious argument which is good, but we need not argue about religion in our locals which would be entirely wrong. But if we had a priest or preacher open our local meeting with a prayer or if we opened our meeting with the Lord's Prayer, is there a Catholic or protestant that could say a word against it. No for we must all look to Almighty God for our sustenance and if we are true union men and true Christians no matter what faith we will up-hold our fellow Christian no matter what creed he may be blessed with. I was a delegate to our International convention at St. Louis, and know that our worthy International President and Secretary done all that human beings could do for our betterment. But there was one thing lacking that was to ask God's blessing on our deliberations by a preacher or priest.

The churches of all denominations have declared that we must stand as a union. Now. No matter what church it is let us be big enough to say that they must stand and help them stand. There is not a member of our grand organization that can say there is no God for he does not believe it himself.

The Bartenders union opens their union by asking Divine Blessing upon their de-

liberation, why not we.

Our Insurance plan may not meet with the approval of some of our members. Why not. Because the biggest objector is one that is willing to spend 50c of \$1.00 for bootleg whiskey, but not 5c for his loved ones, and I wish to say right here if Brother Ford had never before in the tenor of his official capacity done anything else he certainly pulled a hot one in his Insurance plan Enoug said.

Take our International President. Is there a man that can represent us with more dignity and diplomacy than James P. Noonan. Is he not on the job every moment and I will say that not a railroad executive contractor superintendent or whatever official capacity he may hold is going to hand Jimmy a lemon. Why, because he likes sweet stuff too well.

So on down the line the officers elected are of the best. If an organizer is not doing his duty notify one James P. Noonan and I have not worked since April 28, 1921, but I will bet my home J. P. N. gets that Guy Short for he knows what to expect.

The six dollar assessment all in a nut shell you must keep a 100 per cent organization on 100 per cent basis. You have not been robbed. Every dollar can be accounted for. Noonan and Ford are too wise for that.

In conclusion will say that we were a little neglectful here in our own Local 1125, Conneltsville, Pa., but we have gathered and are going to get right up and go.

With kindest wishes.

Fraternally,

J. F. Feige.

According to advices received from Tokio, 80,000 workers in the Japanese ship yards have begun an agitation to obtain employment in other national industries.—Washington Post, Dec. 9.

The Kansas Court of Industrial Relations and leaders of the strike of the packing house workers have, as yet, not met in conference, though an attempt is being made to bring about a conference in order to solve the present dispute. No picketing is being attempted according to reports and only once has violence attended the strike.—N. Y. Times, Dec. 9.

THE SENATE TALKS.

The senate sits on the lid of hell,

Talking.

Busily occupied for a spell

Talking.

Europe is shaky, credit gone,

Famine threatening, gaunt and wan,

But the senate noisily keeps right on

Talking.

"Peace," men cry, "It is time to quit

Talking.

There'll be hell to pay and you're aiding it,

Talking.

The world is troubled by bolsheviks,

Trade and business are in a fix.

But the senate is dabbling in politics,

Talking.

The senate sits on the lid of hell,

Talking.

Seeming to think it can do things well

It will sit and talk and talk until

The lid blows off—as it doubtless will—

And the senators sail through space, but still talking.

—Berton Braley in New York Tribune.



Decisions of United States Railroad Labor Board



UNITED STATES RAILROAD LABOR BOARD.

Chicago, Illinois, December 12, 1921.

Decision No. 504 (Docket 1258).

Railway Employees' Department, A. F. of L. (Federated Shop Crafts) vs. Louisville & Nashville Railroad Company.

Question—(1) Shall the railroad company negotiate with the federated committee representing the employees composed of the various crafts—machinists, boilermakers, blacksmiths, sheetmetal workers, electrical workers, and carmen,—one agreement to apply to all employees who perform any of the work included in the classification of the various crafts irrespective of the department—namely, mechanical, maintenance of way, signal, or telegraph of the railroad in which they may be employed?

(2) What is the proper application of Addendum No. 2 to Decision No. 119, and what effect does Decision No. 222 have upon this addendum as it applies to employees involved in this dispute?

Statement—The evidence submitted indicates that pursuant to Decision No. 119, issued by the United States Railroad Labor Board April 14, 1921, arrangements were effected by the Louisville & Nashville Railroad Company and the chairman of the Federated Shop Crafts to confer on May 10, 1921, with a view to negotiating an agreement covering rules and working conditions for mechanics and helpers employed in certain departments of the railroad.

Minutes of the various conferences were recorded and have been submitted covering all proceedings; the dates of conferences being as follows: May 10th, 11th, 23rd, 25th, 26th, 31st, June 1st and 3rd, 1921. These minutes were signed by the duly authorized representatives of the carrier and the shop crafts. It is shown that the representatives of the shop crafts declined to enter into negotiations covering rules and working conditions applicable to the mechanics and helpers employed in the mechanical department, unless it was agreed to first submit a joint statement to the United States Railroad Board for their decision as to whether or not one agreement must be made to cover all employees who may perform work classified as that of machinists, boilermakers, blacksmiths, sheet-metal workers, electrical workers and carmen irrespective of the depart-

ment in which they may be employed.

On June 25, 1921, a communication was addressed to representatives of the interested parties by the Labor Board calling attention to Decisions Nos. 153, 154, 155, 205 and Interpretation No. 3 to Decision No. 119, stating in part:

"In view of these decisions the Board is of the opinion that a formal decision on your submission is unnecessary and requests to be advised whether or not both parties are agreeable to accepting these decisions as disposing of the question in dispute."

On July 25, 1921, the representatives of the carrier replied to the effect that they did not consider the decisions referred to in communication from the Labor Board dated June 25, 1921, as covering the case in question, principally because of the fact that agreement negotiations had been conducted with other organizations relative to all employees in certain departments.

On July 5, 1921, the employers' representative filed an ex parte submission with the Labor Board protesting against the carrier's application of Addendum No. 2 to Decision No. 119; a further ex parte submission was made by the employees on July 12, 1921, in regard to the application of Addendum No. 2 to Decision No. 119 to monthly-rated employees. Copies of the ex parte submission referred to above were forwarded to the carrier, who, under dates of August 22 and September 8, 1921, respectively, filed their position in connection therewith. On August 11, 1921, Decision No. 222 was issued promulgating seven rules relative to overtime, calls, et cetera, but was not applied on the Louisville & Nashville Railroad due to inability to reach an agreement as to negotiations, which question was then and is now before the Labor Board for decision.

Decision—(1) The Labor Board decides that the work of the six shop crafts and the conditions under which it is performed are so similar in their main characteristics as to make it practicable and economical to treat said crafts as constituting such an organization or class of employees as is contemplated in the Transportation Act, 1920, and in Decision No. 119 of the Labor Board, for the purpose in question, and that said six shop crafts may negotiate and enter into said agreement jointly through the Federated Shop Crafts, if they so elect,

provided said system federation represents a majority of each craft or class.

This decision shall not operate to prevent the negotiation of such special rules for employees represented in other departments as are necessary for the economical operation of such departments and are peculiarly applicable to the nature of the work and the conditions surrounding it in said other departments as distinguished from the more highly specialized work of the maintenance of equipment department.

A conference shall be arranged as soon as possible after receipt of this decision and negotiations resumed relative to rules and working conditions.

(2) The provisions of Addendum No. 2 to Decision No. 119 shall be applied in accordance with the method prescribed therein, together with Interpretation No. 1 thereto; and such provisions shall apply pending agreement negotiations properly conducted and decision of the Labor Board upon the questions that may not be decided in said conference.

By order of the
UNITED STATES RAILROAD LABOR BOARD.

Attest: R. M. BARTON,
C. P. CARRITHERS, Chairman.
Secretary.

UNITED STATES RAILROAD LABOR BOARD.

Chicago, Illinois, December 12, 1921.

Addendum No. 8 to Decision No. 222
(Docket 475)

Decision No. 222 (Docket 475)—Chicago & North Western Railway Company et al. vs. Railway Employees' Department, A. F. of L., (Federated Shop Crafts).

ENTRY—Relating to the Central Vermont Railway and its Employees in the Shop Crafts.

The Labor Board decides that Decision No. 222 shall apply to the carrier herein-after named and to its employees in the shop crafts with the same force and effect as if the said carrier had been named originally in said decision, except that the effective date shall be December 16, 1921, as set out below, instead of August 16, 1921, as shown in Decision No. 222, and hereby issues the following: Addendum Effective December 16, 1921.

Add to the list of carriers named as parties to the dispute in Docket 475, Decision No. 222, the following carrier:

Central Vermont Railway.

By order of

UNITED STATES RAILROAD LABOR BOARD.

Attest: R. M. BARTON,
C. P. CARRITHERS, Chairman.
Secretary.

UNITED STATES RAILROAD LABOR BOARD.

Chicago, Illinois, January 14, 1922.

Interpretation No. 2 to Addendum No. 2 to Decision No. 119. (Dockets 1, 2 and 3.)

Question—How should overtime, under the provisions of Addendum No. 2 to Decision No. 119, apply to employees of the maintenance of way department from July 1, 1921 to December 16, 1921, the effective date of Decision No. 501 of the Labor Board?

Statement—A number of disputes have been presented to the Labor Board regarding the meaning and intent of the following paragraph of Addendum No. 2 to Decision No. 119:

"1. All overtime in excess of the established hours of service shall be paid for at the pro rata rate; provided, that this will not affect classes of employees of any carrier which have reached an agreement as to overtime rates, nor classes of employees of any carrier who by agreement or practice were receiving a rate higher than pro rata prior to the promulgation of any general order of the United States Railroad Administration relating to wages and working conditions. Inasmuch as this Board has not as yet given consideration to any dispute on overtime rates, this order should not be construed to indicate the final action and decision of the Labor Board on disputes as to overtime rates which have been or may be referred to the Board."

Prior to the promulgation of any general order of the United States Railroad Administration relative to wages and working conditions, varying methods of overtime payment were in effect on the various roads—some paying time and one-half after nine hours, some paying time and one-half after 10 hours, and others paying on still different bases. A number of disputes have been filed with the Labor Board regarding the meaning and intent of that portion of Addendum No. 2 quoted above. It is the claim of the employees that if time and one-half was paid after any stipulated number of hours immediately prior to Federal control, such punitive rates should be allowed after eight hours under Addendum No. 2 to Decision No. 119.

It is the position of the carrier that Addendum No. 2 to Decision No. 119 re-established the overtime provisions in effect immediately prior to Federal control and that they have so applied that addendum.

In view of the issuance of Decision 501 effective December 16, 1921, the following decision shall apply only for the period July 1, 1921, to December 16, 1921.

Decision—The pro rata overtime rate specified in that portion of Addendum No. 2 to Decision No. 119 quoted in this decision shall apply for the period July 1 to December 16, 1921, except on carriers and for classes of employees having a more favorable method of payment prior to the effective date of any supplement to General Order No. 27 promulgated by the United States Railroad Administration, or that have reached an agreement providing a more favorable method of payment; in either event the more favorable method of payment shall apply.

By order of the
UNITED STATES RAILROAD LABOR BOARD,

R. M. BARTON,
 Chairman.

Attest:

C. P. CARRITHERS,
 Secretary.

UNITED STATES RAILROAD LABOR BOARD.

Chicago, Illinois, December 6, 1921.

Decision No. 542 (Docket 598).

Railway Employees' Department, A. F. of L. (Federated Shop Crafts), vs. Norfolk & Western Railroad.

Question—Application of Addendum No. 2, to Decision No. 119 to conveyor-car operators, elevator operators, car-dumper operators, and steam powerhouse operators, performing work in connection with the operation of coal pier.

Statement—Prior to the issuance of Decision No. 222 this Board received from the parties named above an application for decision in connection with dispute as to overtime payment for conveyor-car operators, elevator operators, car-dumper operators, and steampower-house operators employed in connection with the operation of coal pier at Lambert Point, Virginia.

The submission indicates that the employees in question were compensated on a monthly basis prior to the period of Federal control and received no additional payment for overtime service or for Sundays and holidays. It further appears these employees were, in accordance with the rulings of the Railroad Administration and with the national agreement covering the shop craft, given the same overtime conditions as shop employees, which method of payment continued in effect until the issuance of Addendum No. 2 to Decision No. 119 when the railroad management started practice of paying these employees pro rata rate for all overtime in excess of the established hours of service, including work performed on Sundays and holidays.

Employees' Position—The position of the employees is summarized as follows:

It is the contention of the employees that the crafts of which the employees in question are considered a part received time and one-half for all overtime in excess of the established hours of service and for all work performed on Sundays and holidays prior to the period of Federal control, and that it was not the intention of this Board in issuing Addendum No. 2 to Decision No. 119 to make a separation or classification of the small number of men in any craft or crafts, as the men in question are a part of the machinists and electrical workers and therefore feel that they are entitled to overtime rates for overtime work.

Carrier's Position—The position of the management is summarized as follows:

The carrier takes the position that as the above mentioned employees received no extra compensation for overtime service prior to the promulgation of any general order of the United States Railroad Administration they should, in accordance with Addendum No. 2 to Decision No. 119, be paid at the pro rata rate for all overtime in excess of the established hours of service, including work performed on Sundays and holidays.

Decision—The Board decides that Interpretation No. 1 to Addendum No. 2 to Decision No. 119 covers the question in dispute and therefore refers the interested parties to said interpretation.

By order of the
UNITED STATES RAILROAD LABOR BOARD.

R. M. BARTON,
 Chairman.

Attest:

C. P. CARRITHERS,
 Secretary.

UNITED STATES RAILROAD LABOR BOARD.

Chicago, Illinois, December 23, 1921.

Addendum No. 9 to Decision No. 222 (Docket 475).

Decision No. 222 (Docket 475)—Chicago & North Western Railway Company et al. vs. Railway Employees' Department, A. F. of L. (Federated Shop Crafts).

ENTRY—Relating to the Louisville & Nashville Railroad Company et al. and to their Employees in the Shop Crafts.

The Labor Board decides that Decision No. 222 shall apply to the carrier hereinafter named and to their employees in the shop crafts with the same force and effect as if the said carriers had been named originally in said decision, except that the effective date shall be January 1, 1922, as set out below, instead of

August 16, 1921, as shown in Decision No. 222, and hereby issues the following: Addendum effective January 1, 1922.

Add to the list of carriers named as parties to the dispute in Docket 475, Decision No. 222, the following carriers: Louisville & Nashville Railroad Company.

Pittsburg & Shawmut Railroad Company.

By order of
UNITED STATES RAILROAD LABOR BOARD,
R. M. BARTON,
Chairman.

Attest:
C. P. CARRITHERS,
Secretary.

UNITED STATES RAILROAD LABOR BOARD.

Chicago, Illinois, December 6, 1921.

Decision No. 544 (Docket 600).

Railway Employees' Department, A. F. of L. (Federated Shop Crafts) vs. Boston & Maine Railroad.

Question—Prior to the issuance of Decision No. 222 an application was duly filed with the Labor Board for decision on dispute between the above-named parties. The dispute involved the following questions:

"(1) Until the Labor Board makes further decision as to overtime rate and rate for Sunday and holiday work, should rate of time and one-half be paid after bulletined hours—now eight—or after the same number of hours after which time and one-half was paid prior to issuance of General Order No. 27 by the United States Railroad Administration?

"(2) Should the overtime, Sunday and holiday conditions, until further decision by the Labor Board, be the same for all employees covered by the present federated carfts agreement, regardless of the difference existing in such conditions prior to General Order No. 27 of the United States Railroad Administration?"

Statement—Addendum No. 2 to Decision No. 119 reads, in part, as follows:

"All overtime in excess of the established hours of service shall be paid for at the pro rata rate; provided, that this will not affect classes of employees of any carrier which have reached an agreement as to overtime rates, nor classes of employees of any carrier who by agreement or practice were receiving a rate higher than pro rata prior to the promulgation of any general order of the United States Railroad Administration relating to wages

and working conditions. Inasmuch as this board has not as yet given consideration to any dispute on overtime rates, this order should not be construed to indicate the final action and decision of the Labor Board on disputes as to overtime rates which have been or may be referred to the Board."

Decision—The Labor Board decides that Interpretation No. 1 to Addendum No. 2 to Decision No. 119 covers the question in dispute and therefore refers the interested parties to said interpretation.

By order of the
UNITED STATES RAILROAD LABOR BOARD.
R. M. BARTON,
Chairman.

Attest:
C. P. CARRITHERS,
Secretary.

UNITED STATES RAILROAD LABOR BOARD.

Chicago, Illinois, December 3, 1921.

Decision No. 525 (Docket 969).

Railway Employees' Department, A. F. of L. (Federated Shop Crafts), vs. Chicago, St. Paul, Minneapolis & Omaha Railway Company.

Question—(1) Has the system federation representing the Federated Shop Crafts the right to negotiate an agreement covering employees performing mechanics' work and their helpers in the maintenance and repair of water service equipment coming under the jurisdiction of the maintenance of way department?

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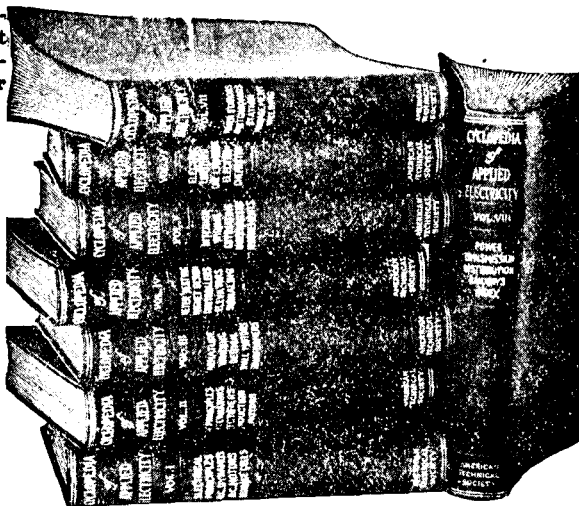
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WORKERS AND OPERATORS

(2) If the above is conceded, have the Federated Shop Crafts the right to include rules governing their mechanics and helpers in the maintenance of way department in the agreement they are negotiating covering their members in the maintenance of equipment department?

Decision—(1) Yes. (See Decisions Nos. 291 and 357.)

(2) Yes. (See Decisions Nos. 291 and 357.)

By order of
UNITED STATES RAILROAD LABOR
BOARD,
R. M. BARTON,
Chairman.

Attest:

C. P. CARRITHERS,
Secretary.

UNITED STATES RAILROAD LABOR
BOARD.

Chicago, Illinois, December 6, 1921.

Decision No. 543 (Docket 599).

Railway Employees' Department, A. F. of L. (Federated Shop Crafts) vs. Hocking Valley Railway Company.

Question—Prior to the issuance of Decision No. 222 an application was duly filed with the Labor Board for decision on dispute between the above-named parties as to the intent of Item No. 1 of Addendum No. 2 to Decision No. 119, which item reads as follows:

"All overtime in excess of the established hours of service shall be paid for at the pro rata rate; provided, that this will not affect classes of employees of any carrier which have reached an agreement as to overtime rates, nor classes of employees of any carrier who by agreement or practice were receiving a rate higher than pro rata prior to the promulgation of any general order of the United States Railroad Administration relating to wages and working conditions. Inasmuch as this Board has not as yet given consideration to any dispute on overtime rates, this order should not be construed to indicate the final action and decision of the Labor Board on disputes as to overtime rates which have been or may be referred to the Board."

Statement—It appears from the submission that prior to Federal control, time and one-half was paid after nine hours to employees in certain classes of work in several crafts, while employees in other classes of work in the same crafts received no overtime; for example, carmen in shops on repairs and construction received time and one-half after nine hours, while carmen working as inspectors in train yards on interchange tracks

and outlying points received no overtime.

Decision No. 222 of the Labor Board disposed of overtime rules which were in dispute between the parties to this controversy; the question remaining for this Board to decide, being the payment for overtime during the period July 1 to August 15, 1921.

It is the employees' contention that the wording "nor classes of employees" as contained in Item 1 of Addendum No. 2 has reference to crafts of the several classes or organizations and that the language was not intended to permit the management to separate employees of any organization or crafts into classes for the purpose of allowing or not allowing overtime rates.

It was the carrier's contention that they are privileged to pay car inspectors pro rata rate for overtime pending the decision of this Board as contemplated in Addendum No. 2 above referred to.

Decision—The Labor Board decides that Interpretation No. 1 to Addendum No. 2 to Decision No. 119 covers the question in dispute and therefore, refers interested parties to said Interpretation.

By order of the

UNITED STATES RAILROAD LABOR
BOARD,
R. M. BARTON,
Chairman.

Attest:

C. P. CARRITHERS,
Secretary.

UNITED STATES RAILROAD LABOR
BOARD.

Chicago, Illinois, January 7, 1922.

Decision No. 585 (Docket 812).

Railway Employees' Department, A. F. of L. (Federated Shop Crafts) vs. Norfolk & Western Railway Company.

Question—Does Addendum No. 2 to Decision No. 119 of the United States Railroad Labor Board, issued June 28, 1921, provide for the continuation of payment of a minimum of five hours for any overtime after the ninth hour of continuous service as per rule 7 of the national agreement covering shop employees on the Norfolk & Western Railway, which prior to Federal control was governed by the southeastern agreements, which provided for the payment of any overtime after the basic day at the rate of time and one half time, except for the first 40 minutes or less where one hour was allowed?

Decision—Addendum No. 2 to Decision No. 119 was not intended to cover rule 7 of the so-called national agreement, and the provisions of this rule should therefore have remained in force and effect

until August 16, 1921, the effective date of Decision No. 222.

By order of the
UNITED STATES RAILROAD LABOR
BOARD.

R. M. BARTON,
Chairman.

Attest:

C. P. CARRITHERS,
Secretary.

RAILWAY EMPLOYES' DEPARTMENT.

To the Officers and Members of All Divisions, System and Local Federations and Local Lodges, Mechanical Section Organizations Railway Employes' Department of the American Federation of Labor, Employed by Railroads in the United States.

Greeting:

The Executive Boards of Divisions 1, 2 and 3 and the Executive Council members, Mechanical Section of the Railway Employes' Department of the American Federation of Labor are convened in Chicago.

This body, acting by and in accordance with the authority vested in them as representatives of the approximately 500,000 Federated Shop Craft employes of railroads, have before them Addendum No. 6 to Decision 222 (Docket 475) of the United States Railroad Labor Board, dated November 29, 1921, and after careful and deliberate consideration of this Decision and all matters relevant thereto, and with a full realization of the responsibilities and possibilities submit the following directions:

System Federations are to secure conference with the respective railroad officials at the earliest possible date for the purpose of inserting into the agreement on each Railroad the Labor Board's rules where corresponding rules were not agreed upon in conferences conducted under Decision 119, EXCEPT AS TO CERTAIN RULES WHEREIN WE HAVE AUTHORIZED THAT OTHER ACTION BE TAKEN.

Dates for these conferences to be arranged by the respective System Federations at the earliest possible date consistent with their own work, after the adjournment of this Committee. The System Federations are to keep the Department fully advised as to when they request date for such conference, what date is granted, and are to report to the Department as often as they possibly can during the conferences, with the understanding that they are expected to submit to the Department a complete report and when the conference is completed and the agreement is printed, the Department desires twenty-five copies of the agreement.

As to the rules upon which a new dispute has been authorized, such dispute will be started on all roads where the particular rule or rules in question have not been agreed upon.

In Addendum No. 6 to Decision 222, the United States Railroad Labor Board issued the following:

"The rules approved by the Labor Board shall apply to each of the carriers, parties to the dispute in Docket 475, Decision 222 and Addenda thereto, except in such instances as any particular carrier may have agreed with its employes upon any one or more of such rules in which case the rule or rules agreed upon by the Carrier and its employes shall apply on said road."

The following rules as contained in Addendum No. 6 to Decision 222 (Docket 475) are hereby accepted:

7, 8, 9, 11, 13, 16, 17, 18, 19, 20, 21, 22, 23, 25, 26, 28, 29, 30, 31, 34, 35, 36, 37, 39, 40, 40½, 41, 42, 47, 48, 49, 50, 51, 52, 53, 54, 56, 57, 58, 59, 60, 61, 63, 66, 67, 68, 69, 71, 72, 73, 74, 75, 78, 80, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 98, 100, 101, 102, 103, 105, 106, 107, 109, 110, 112, 113, 114, 115, 117, 120, 121, 122, 125, 127, 128, 129, 130, 131, 132, 133, 134, 135, 137, 138, 139, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 155, 157, 158, 159, 160, 161, 162, 163, 165, 166, 168, 169, 170, 171, 172, 173, 174, 175, 176, 178, 179, 180, 183 and 185.

The following rules are hereby accepted with the understanding as outlined after each rule:

Rule No. 1.

We understand the second paragraph of this rule to mean that piecework cannot be established on any individual railroad unless there has been a conference held and an agreement reached between the officials and the System Federated Committee representing a majority of the shop craft employes or until a submission to, hearing and decision by the United States Railroad Labor Board permitting the installation of piecework.

Rule No. 2.

Is substituted for Rules 2, 3, 4 and 5 of the former agreement, with the understanding that this rule should be carefully considered by each System Federation, and a policy outlined for the guidance of committeemen on each particular railroad.

Rule No. 6.

Rule 6 is not accepted and will be handled as per the following adopted motion:

"That Rule 6 of Addendum 6 be referred to each System Federation through the respective Divisions for consideration and action. Any action taken must be in strict accord with the provisions of the laws of the respective organizations, and such action

when determined upon shall be directed by the Executive Council, Mechanical Section, of the Railway Employees Department.

"On all railroads where negotiations of any character are carried on, the rule as proposed by the Executive Council shall be used as the basis of such negotiations."

The above gives full autonomy to each System Federation and they may decide upon the action they, as a System Federation, will take in connection with Rule 6.

The rule above referred to as proposed by Executive Council follows:

"All overtime continuous with regular bulletin hours will be paid for at the rate of time and one-half until released, except as may be provided in rules hereafter set out.

Work performed on Sunday and the following legal holidays, namely New Year's Day, Washington's Birthday, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas (Provided when any of the above holidays fall on Sunday the day observed by the State, Nation or by proclamation shall be considered the holiday), shall be paid for at the rate of time and one-half.

Sunday and holiday work will be required only when absolutely essential to the continuous operation of the railroad."

Rule No. 27.

The first paragraph of this rule has been changed, permitting reduction to 40 hours per week before reducing forces.

The second paragraph provides for 48 hours notice before hours can be reduced. It also provides that four days notice be given in reduction of force. The former agreement provides for five days notice.

In the third paragraph we find the following language which was not included in the former agreement:

"Regular hours to be established prior to any additional increase in force."

We construe this to mean that after the number of men who have been laid off are restored to the service, no additional men can be employed until full time hours are restored.

Rule No. 32.

Rule 32 has been changed by Addendum No. 6 to Decision 222, by adding the following language:

"This rule does not prohibit foremen in the exercise of their duty to perform work."

We construe the second paragraph of Rule 32 to mean that foremen will not perform any work only insofar as is

necessary to instruct mechanics and apprentices.

At outlying points "(to be mutually agreed upon)", where there is not sufficient work to justify the employing of a mechanic of each craft, the mechanic or mechanics employed at such points will, so far as capable, perform the work of any craft that may be necessary. The mutual agreement referred to in this paragraph must be made with the System Federated Committee.

Rule No. 33.

This rule changed by Addendum No. 6 by adding the following words in the last line of the first paragraph:

"(or in cutting up scrap)."

We understand the operation of the autogenous process in cutting up scrap is to be performed by a mechanic.

The second paragraph of this rule as we construe it applies to those mechanics who are employed on the above mentioned process in addition to the regularly assigned men.

Rules No. 43, 44 and 45.

The above are rates of pay rules and while the Railroad Labor Board in Addendum No. 6 to Decision 222 has not written out in full the necessary language of such rules, it is under rule 43 in our opinion specifically directed that such language shall be written into each agreement by the Conference Committees, therefore the following is submitted.

It will be noted that the cents per hour have not been inserted. The System Federated Committees are, of course, to understand that they have full authority to negotiate with the proper Railroad Officials for and agree upon a rate of pay which, in the opinion of the Federated Committee, is just and reasonable; further we understand the language "shall remain in effect until or unless changed in the manner provided by the Transportation Act, 1920," as used in Rule 43 of Addendum No. 6 to Decision 222 to mean that the rates of pay as established by agreement or by order of the Railroad Labor Board shall remain in effect unless and until changed by mutual agreement between the System Federated Committee and the proper railroad officials, or in the absence of such agreement, until submission to, hearing and decision by, the Railroad Labor Board has been had ordering such rates to be changed.

Rule No. 43.

Excepting the excess rates provided for in the Special Rules of each craft and except where higher rates have been or are established by proper authority, the minimum rate for machinists, boiler-makers, blacksmiths, sheet metal workers, electrical workers (as per rule 140)

and all carmen (as per rule 154) for whom there has been established the same minimum rate as that established for the other mechanics above specifiedcents per hour.

All other carmen (as per Rule 154)....cents per hour.

Linemen and others covered by rule 141.....cents per hour, except signal maintainers performing work specified in Rule 140.

Groundmen and others covered by Rule 142.....cents per hour.

Coal pier elevator operators and coal pier electric hoist operators covered by Rule 143.....cents per hour.

Rule No. 44.

Excepting the excess rates provided in Special Rules of each craft and except where higher hourly rates have been or are established by proper authority, the minimum hourly rate for machinist helpers, boilermaker helpers, blacksmith helpers, sheet metal worker helpers, electrical worker helpers and carmen helpers shall be.....cents per hour.

Rule No. 45.

Regular apprentices starting rate and for the first six months period of service will be.....cents per hour with an hourly increase of two and one-half ($2\frac{1}{2}$) cents for each six months period of service up to and including the first three years, five (5) cents per hour increase for the first six months period of the fourth year and seven and one-half ($7\frac{1}{2}$) cents per hour increase for the last six months period of the fourth year.

Helper apprentices will continue on their helper rate for the first six months period of their helper apprenticeship and will be given an increase of two (2) cents per hour each six months thereafter until they have served three years.

The rate of pay for special apprentices provided for in Rule 40 $\frac{1}{2}$ shall be not less than that of helper apprentices.

SPECIAL PROVISIONS FOR STEP RATE EMPLOYEES.

Employees who were in the service prior to July 25, 1918, and who were properly placed on step-rates as provided for by and under the authority of the United States Railroad Administration will continue on their proper step-rate until they have completed four years of service.

Rule No. 55.

We understand this rule applies strictly to scrapping and does not apply where parts of "engines, boilers, tanks and cars or other machinery" are removed for use again. In such cases, we understand that mechanics and apprentices of the respective crafts will perform this work.

Rule No. 62.

We understand the application of this rule to be the same as former agreement rule, with no change of jurisdiction whatever, which should be understood and agreed to by the Federated Committee.

We must insist that the class of work covered in the last paragraph of this rule is mechanic's work, and that every effort be made in negotiations with officials to have such work performed by mechanics.

Rule No. 64.

Recommend that efforts be made in negotiations to retain the work formerly done by mechanics, also the work formerly done by helpers.

Rule No. 65.

Our opinion of the intentions of the Labor Board is that as long as there is any running repair work to be done at a point where regular running repair men are employed, such work should be done rather than let it go undone while running repair men are used on dead work.

Rule No. 70.

Recommend inserting "30" in lieu of "25" as now contained in this rule.

Rule No. 77.

We understand that it is the intent of this rule, that when there are fifteen or more engines per month inspected on all shifts combined at a point, the differential rate should be paid continuously to at least one machinist. When there are fifteen or more engines inspected on each of two or more shifts at a point, the differential rate shall then be paid continuously to at least one machinist on each of such shifts.

Rule No. 79.

We understand the application of this rule to be the same as former agreement rule, with no change of jurisdiction whatever, which should be understood and agreed to by the Federated Committee.

Rule No. 81.

In the application of this rule the applying of studs, the fitting of grates and laying out of grate rigging is to be construed as boilermakers' work, and the rule should so apply. This rule also includes the provisions of former Rules 99 and 104.

Rule No. 82.

The General Committee on their respective railroads should endeavor to work out satisfactory rule with company.

Rule No. 108.

Recommend adoption of this rule as a minimum. At points or on railroads where a more favorable consideration can be secured for the inspector it should be done.

Rule No. 111.

We understand the application of this rule to be the same as former agreement

rule, with no change of jurisdiction whatever, which should be understood and agreed to by the Federated Committee.

Rule No. 126.

We understand the application of this rule to be the same as former agreement rule, with no change of jurisdiction whatever, which should be understood and agreed to by the Federated Committee.

Rules No. 140, 141 and 142.

We understand the application of these rules to be the same as the former agreement rules, with no change of jurisdiction whatever, which should be understood and agreed to by the Federated Committee.

We also direct that efforts be made in negotiations to retain the work formerly done by mechanics.

Rule No. 154.

We understand the application of this rule to be the same as the former agreement rule, with no change of jurisdiction whatever, which should be understood and agreed to by the Federated Committee.

General Committees should make every effort in negotiations to retain the work formerly done by mechanics, particularly the dismantling for repairs of any equipment, also painting, whether done by brush, machine or otherwise.

We understand the language in the parenthesis "(except all-wood freight train cars)" to mean that "all-wood freight train cars" are those of wood construction, and not having metal underframe, metal center or end sills, metal needle beams, metal draft rigging, metal butterfly ends, metal ends, metal stakes, posts or frames.

Rule No. 156.

"Material carriers and rivet heaters" have been omitted from this rule. Federated committees should negotiate to retain this work.

The following rules have been eliminated or included in other rules, such disposition is hereby accepted:

38, 76, 97, 99, 104, 116, 118, 123, 136, 167, 181, 182, 184 and 186.

The following rules and Preamble have been remanded to conference committees for negotiation:

"Formulation of Preamble or Caption."

See Section 3 of General Instructions, as contained on page 38, Addendum No. 6 to Decision 222, reading as follows:

"The formulation of a preamble or caption to agreements or contracts is hereby remanded to the carriers and their employes, severally, and in connection therewith the parties are referred to Decision No. 205, issued by the Labor Board."

Decision 205, above referred to was furnished to the Secretary of each System Federation and the General Chairman of each Mechanical Section craft by the Railway Employees Department in a special circular letter dated December 1, 1921.

Rule Nos. 24, 119, 124, 164.

These rules have been omitted by the Railroad Labor Board and are to be disposed of by the System Federated Committees and proper railroad officials as per Section 4 of General Instructions as contained on page 38 of Addendum 6 to Decision 222, which should be carefully considered. We understand the above referred to language to mean that each of the above referred to rules, as contained in the former agreements are to be continued in full force and effect on each Railroad where a similar rule has not been agreed upon, until superseded by a rule agreed upon in conferences between the System Federated Committee and the proper Railroad Officials.

In the absence of such an agreement being reached as to any one or all of these rules, no change from former agreement rule is to be made prior to submission to, hearing and decision by, the Railroad Labor Board specifically setting out the language of the rule, or rules which are to take the place of the rules referred to in the above paragraph.

The following rules have not been accepted, and a new dispute should be instituted on each railroad where a similar rule has not been agreed upon.

Rules 10, 12, 14, 15, 46 and 177.

Rule No. 10.

A new dispute should be instituted for the purpose of obtaining one and one-half time and double time for traveling and waiting in time and one-half or double time hours. This is to be accomplished by submitting the following rule as the basis of negotiations:

"An employe regularly assigned to work at a shop, engine house, repair track or inspection point, when called for emergency road work away from such shop, engine house, repair track, or inspection point, will be paid from the time ordered to leave home station until his return for all time in accordance with the practice at home station, whether working, waiting or traveling.

If during the time on the road a man is relieved from duty and permitted to go to bed for five or more hours, such relief time will not be paid for, provided that in no case shall he be paid for a total of less than eight hours each calendar day, when such irregular service prevents the employe from making his regular daily hours at home station. Where meals and lodging are not provided by the railroad, actual necessary expenses will be allowed.

Employees will be called as nearly as possible one hour before leaving time and on their return will deliver tools at point designated.

If required to leave home station during overtime hours, they will be allowed one hour preparatory time at straight time rate.

Wrecking service employees will be paid under this rule."

Rule No. 12.

A new dispute should be instituted in connection with this rule for practically the same purposes as outlined in Rule 10. This is to be accomplished by submitting the following rule as the basis of negotiations:

"Employees sent out to temporarily fill vacancies at outlying point or shop, or sent out on temporary transfer to outlying point or shop, will be paid continuous time from time ordered to leave home point to time of reporting at the point to which sent, straight time rates to be paid for straight time hours at home station, and overtime rates for what are overtime hours at home station, whether working, waiting or traveling. If upon arrival at the outlying point there is an opportunity to go to bed for five hours or more before starting work, time will not be allowed for such hours.

While at such outside point they will be paid straight time and overtime in accordance with the bulletin hours at that point, and will be guaranteed not less than eight hours for each day.

Where meals and lodging are not provided by the company, actual necessary expenses will be allowed.

On the return trip to the home point, employees will receive pay on the same basis as on the going trip as outlined in the first paragraph of this rule."

Rule No. 14.

A new dispute should be instituted for the purpose of obtaining time and one-half and double time for traveling and waiting in what are time and one-half and double time hours in shop. This to be accomplished by submitting the following rule as the basis of negotiations.

"Employees regularly assigned to road whose tour of duty is regular, and who leave and return to home station daily (a boarding car to be considered a home station), shall be paid continuous time from the time of leaving the home station to the time they return, whether working, waiting or traveling, exclusive of the meal period, as follows:

Straight time for all hours that are straight time hours in shop whether working, waiting or traveling, and overtime rates for all hours that are overtime hours in shop, whether working,

waiting or traveling. If relieved from duty and permitted to go to bed for five or more hours, they will not be allowed pay for such hours. Where meals and lodging are not provided by the company when away from home station, actual expenses will be allowed.

The starting time to be not earlier than 6:00 A. M. nor later than 8:00 A. M.

Where two or more shifts are worked, the starting time will be regulated accordingly.

Where employees are required to use boarding cars, the railroad will furnish sanitary cars and equip them for cooking, heating and lodging; the present practice of furnishing cooks and equipment, and maintaining and operating the cars, shall be continued.

EXCEPTION. In case where the schedule of trains interferes with the starting time, an agreement may be entered into by the Superintendent of the Department affected and the General Chairman of the craft affected."

Rule No. 15.

New dispute should be instituted for the purpose of securing time and one-half time for 52 Sundays and 7 recognized holidays. Secure former rule.

Rule No. 46.

New dispute should be instituted with the carriers for the purpose of having this rule modified in the interests of the employees.

Rule No. 177.

This rule is altogether different from Rule 177 of former agreement in that it provides that regular and helper apprentices and helpers under certain conditions, will be advanced as mechanics in accordance with their seniority, but it does not provide that they shall have served a specific length of time as apprentices or helpers.

A new dispute should be instituted on Rule 177 using the following rule as the basis of negotiations:

"In the event of not being able to employ carmen with four years' experience, regular and helper apprentices who have served not less than two years, will be advanced to mechanics in accordance with their seniority. If more men are needed, helpers with four years' experience will be promoted. If this does not provide sufficient men to do the work, men who have had experience in the use of mechanic's tools may be employed. They will not be retained in the service when four year carmen become available.

NOTE: Regular apprentices, helper apprentices and helpers advanced as per the above will retain their seniority as regular apprentices, helper apprentices and helpers."

By Order of Executive Boards, Divisions 1, 2 and 3, and the Executive Council members, Mechanical Section Organizations.

Fraternally yours,

WM. H. JOHNSTON,
International President, International Association of Machinists.

JAS. W. KLINE,
General President, International Brotherhood of Blacksmiths, Drop Forgers and Helpers.

J. A. FRANKLIN,
International President, International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America.

JOHN SCOTT,
Secretary-Treasurer, Railway Employees Department.

J. J. HYNES,
International President, Amalgamated Sheet Metal Workers International Alliance.

JAS. P. NOONAN,
International President, International Brotherhood of Electrical Workers.

MARTIN F. RYAN,
General President, Brotherhood Railway Carmen of America.

B. M. JEWELL,
President, Railway Employees Department.

California and Georgia are both in the midst of stirring campaigns for state owned hydro-electric development like that of Ontario.

WHO CAN ANSWER?

"I wonder if the president remembers the thirteenth amendment to the constitution?"

"I wonder if he knows that slavery is forbidden in America?"

"I wonder if he realizes for what principle all the blood was shed in the civil war?"

"Is he trying to turn back the stream of time and bring back into this country the day of the manacle, when serfs will be made to work at the dictates of their master?"

"Are we to establish in this professedly democratic country an autocracy of employers of labor?"

The above questions were asked in the House of Representatives by Congressman Huddleston of Alabama. An answer would be interesting.

MIGHT IS RIGHT.

Might was right when Christ was hanged
Beside the Jordan's foam;
Might was right when Gracchus bled
Upon the stones of Rome;
And might was right when Danton fell,
When Emmet passed away—
" 'Tis the logic of the ancient world,
And the gospel of today."

Might was right when Spartacus
Went down in seas of blood,
And when the commune perished
In the self-same crimson flood;
And might was right at Cripple Creek,
At Homestead, Grabow—yea!
" 'Tis the logic of the ancient world,
And the gospel of today."
Might is right when children die
By thousands in the mills,
When jewelled hands reach down and take

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Erie, Penna.

The gold their blood distills;
And might is right when maidens give
Their love-dreams up for pay—
" 'Tis the logic of the ancient world,
And the gospel of today."

Might was, it is, it e'er will be,
The one and only right;
And so, O hosts of toil, awake!
O workmen, unite!
Unite! Unite! For might is right—
" 'Tis freedom's only way—
" 'Tis the logic of the ancient world,
And the gospel of today."

—Covington Hall.

WHAT DO THE PRESS AGENTS MEAN WHEN THEY HARP ON FALLING LIVING COSTS?

In recent months the press agents of the wage-reducing corporations have been harping on the great drop in the cost of living. The workers who must live off wages know that this is a false cry; they realize it every time they enter a store to purchase living necessities; they are positive of it when the rent collector comes around. Of course, the press agents are wary of time and dates—very important matters to the workers who must pay for living out of current earnings. Authorities for the printed statements are usually obscure, too. Yet in practically all comparisons of normal business with prevailing conditions the basis of prewar period of 1914 is accepted. Nevertheless, the wages of the workers and the cost of living are invariably compared with the peak prices. Nor does the term "cost of living" embrace a single item; it includes the things that are necessary for life in the family budget. Unfortunately for the press agents, official figures do not sustain their statements that living costs are appreciably falling. The latest bulletin on the subject, issued by the bureau of statistics of the United States department of labor for five leading cities, shows a total increase in living costs from December, 1914, to December, 1921: Chicago, 72.3; Detroit, 82.4; New York, 78.1; Philadelphia, 74.3; and Washington, 63 per cent. The complete summary follows:

PER CENT OF INCREASE FROM DECEMBER, 1914, TO DECEMBER, 1921.

	Chicago.	Detroit.	N. Y.	Phila.	Wash.
Food	48.3	47.3	51.8	43.9	51.1
Clothing	74.3	92.5	117.8	104.6	87.1
Housing (rent, etc.)	83.9	91.1	45.7	48.1	30.4
Fuel and light	69.4	77.5	90.7	92.0	49.9
Furniture and furnishings.....	133.7	96.8	132.0	101.6	122.4
Miscellaneous	94.5	130.7	116.9	116.2	75.8
Total	72.3	82.4	78.1	74.3	63.0

That's the official story, told in official figures compiled by the bureau of statistics of the United States department of labor.

SELF CONTROL AND ITS RELATION TO SAFETY ON THE RAILROADS.

By Thomas P. Dwyer.
(Boilermaker) M. and St. L. Railway,
Minneapolis, Minnesota.

FIRST VERSE

Self control, is very wise, while you'r working through the day,
As it leads you on to safety, that should have the right of way.
Otherwise, if you get hurt, or someone hurt through you,
There's no one, but yourself to blame, when cautioned what to do.
That is, to think of Safety, first, last, and all the time
It never, breeds an accident, upon a railway line.
It saves the train, from crash, wreck, fire, and death, in burning flame
And leaves, no cause for damage suit, to try and shift the blame.

SECOND VERSE

Control yourself, throughout the week, through every month and year
So that Safety, is the watchword, throughout your whole career.
It protects you, from those cuts and scars, and from the Doctor bills
While countless, are the victims, that the careless wound and kills
Then why, take any chances, where there is so much at stake?
Apply the rule, of Safety first, before it is too late.
It saves, both loss of eyes, and limbs, and often saves the life
That would leave, the orphan children, and the broken hearted wife.

THIRD VERSE

Those lines, may seem pathetic, but we cannot go too deep,
Because, through lack of Safety first, there are many thousand weep.
And you, can help to stop it all, just control yourself and say,
I'll take the rule, of Safety first, and hurt no one today.
And keep it up, tomorrow,—then there's no more bruise to mend
For tomorrow, let me tell you, like the world,—it has no end.
But there is an end, to poetry, as common sense will do,
For all, to practice, Safety First, so now it's up to you.



Cooperative News



THE BASIC CAUSES OF THE DISASTROUS CONDITION OF AGRICULTURE—AND THE REMEDY.

By Farmers' National Council.

The causes of the agricultural disaster which has overwhelmed farmers in America are not primarily or even chiefly agricultural, but are economic and world wide. They were in operation long before the war started, and have only been accentuated and aggravated by the war. These facts must be considered in connection with the conference called by Secretary of Agriculture Wallace of farmers and "allied" industries, including most of the chief monopolies and trusts which have exploited farmers in the past. The overwhelming agricultural disaster is due chiefly to the fact that our land system, transportation system, credit and banking system, marketing system and tax system tend to increase concentrated wealth and to despoil the producers of wealth for the benefit of the grabbers of wealth. Agriculture can not be put upon a prosperous basis in America or anywhere in the world without changing these systems, and no one is a friend of the farmers, no matter how big a salary farmers are paying him, who does not recognize these facts and who does not sincerely try to remedy them. The continuance of the system which has overwhelmed farmers is due chiefly to the fact that too many farm leaders, instead of courageously fighting the causes which during the past several decades have been impoverishing farmers, have made common cause with the interests which have exploited farmers and thereby helped continue the system.

International Cause of Depression of American Agriculture.

The immediate basic international cause of agricultural depression is the fact that the purchasing power of hundreds of millions of consumers throughout the world has been greatly reduced. The United States Chamber of Commerce Committee which investigated conditions abroad, reported that in the world, and in Europe chiefly, 300,000,000 people are consuming only about 30% of their prewar consumption. This may be an exaggeration but is approximately correct. Consumption of farm products in our own country could be increased at least one-fifth, if not one-fourth, if the producers of wealth in factories, mines,

trade, transportation and in more exclusively intellectual pursuits received fair pay for their labor, and were relieved of the tribute they pay to speculative middlemen and profiteers. Approximately one-fifth of our total national income is taken in taxes for Federal, State and local Governments, of which the producers of wealth on farms, in mines, trade, factories and transportation pay at least \$3,500,000,000 more than they should pay. An excuse is often offered for the present condition that there was an enormous destruction of wealth during the war, and that the world is \$300,000,000,000 to \$400,000,000,000 poorer than when the war started. This is incorrect. The war was financed out of current production, that is the only way any war can be financed. The trouble was that the big financial and special privilege interests which controlled the Government of every large country of the world during the war, with the possible exception of Russia, arranged things so that the vast Government expenditures for the war increased the already inhuman and dangerous concentration of wealth.

Since the war our own Government, and every major Government of the world, has repudiated every principle which justified the war, and has continued its policy of exploiting its people who produce the wealth of its country. Not a single nation, including our own, dared tax its profiteers during the war, and the fact that the present national debt of the British Empire, France, Italy and the United States, as well as Germany, is so large a proportion of the national wealth, is merely evidence that the profiteers were in complete control of the Government during the war and they have not yet been shaken loose. Even were there in operation today a complete system of direct exchange of goods between farm producers and city consumers in this country, as there should be, and a reasonable system of exchange or sale American farm products in foreign countries, the working people of America and foreign countries could not buy an adequate amount of farm products. The workers of Europe, Japan and America are paying \$9,000,000,000 to \$10,000,000,000 a year more than they should, on war debts, and to maintain wicked and foolish large armies and navies.

Great Britain, France, Italy and the United States could pay off their entire national debt in two to five years by a

capital tax upon the value of all property with a reasonable exemption, and benefit thereby every farmer and every other producer of wealth in their country. A determined demand from the farmers of America that our Government do this would compel the present Administration to do this, while farmers could bank on the support of progressive labor forces. The payment of our net national debt by a capital tax upon the value of all property would be an enormous factor in restoring prosperity to American farmers, and hence to all other workers. The 23,000 richest people in America could pay off our net national debt and still be worth about \$100,000,000,000.

Concentration of Agricultural Wealth.

The concentration of agricultural wealth in this country as a whole, according to the census figures of 1920, is most marked, about 3% of the total number of farms represented nearly one-seventh of the total agricultural wealth, including land, improvements on lands, live stock, implements and machinery. No figures are available showing how many or how few people owned about one-seventh of the total agricultural wealth of the United States, but it was certainly less than 3% of the number of farmers. Tenant farmers in America are in a most desperate situation. Our tax system is accelerating farm tenancy, and the speculation in the selling price of farm lands has produced the most tragic condition, for it is making it increasingly difficult, unprofitable and undesirable, if not impossible, for young men to buy farms and to make a living for themselves and to produce to feed the world, because of the tremendous tribute of \$2.00 to \$10.00, or \$15.00 per acre which they have to pay as ground rent before they are entitled to any return for their own labor.

Out of the \$5,750,000,000 which the farmers on 6,400,000 farms secured last year for their crops, they paid at least \$750,000,000 in excess freight rates to the railroads; \$1,000,000,000 too much taxes, because we tax the producers of wealth instead of concentrated wealth and monopoly; at least \$500,000,000 excess interest; and \$500,000,000 too much ground rent; while the fertilizer and implement manufacturers, packers and allied extortionists, millers and elevator interests, took another \$500,000,000 from the farmers. This comes to a grand and sad total of \$3,250,000,000 unearned tribute collected by the so-called "allied" interests which are invited to sit down with the farmers at Mr. Wallace's conference and tell the farmers how to get prosperity.

Minimum Program Essential to Secure

Prosperity for Agriculture.

The following minimum program must

be carried out to secure prosperity for agriculture:

(1) The control of the international bankers over the credit of the country must be ended and credit made as available to agriculture as to any other legitimate and responsible industry upon the same terms. The Government should promptly resume its constitutional functions of issuing money and should retain the power to issue credit, and determine the basis and terms of credit.

(2) The United States Grain Corporation must be revived, placed under the control of representatives of organized farmers, organized labor and woman's organizations, farmers guaranteed cost of production for at least three to five years, and flour millers and grain elevators strictly controlled, with supervision over wheat products through, at least to the city baker. Some method must be immediately adopted for stabilizing the prices of staple farm products, such as wheat, corn, live stock, hogs, cotton and wool.

(3) The railroads must promptly be restored to unified Government operation, and freight rates reduced to those in force when the roads were returned under the Cummins-Esch law. As soon as possible, the Government should acquire the railroads and they should be democratically operated for service and not for speculative profit.

(4) All Federal taxes upon consumption must promptly be repealed, and the excess profits tax must be restored, the high rates of taxation levied upon incomes during the war retained, and a heavy rapidly progressive tax levied upon estates to clear off the war debt within the next few years, and to save the farmers of America from paying the twenty billion dollars in interest upon the national debt, which the big financial interests are attempting to make them pay, as well as to make them pay a large part of the capital of the debt. The Government must not levy a sales tax of any sort, as this is entirely unnecessary and unjust.

(5) Our Government should insist upon early disarmament, the scrapping of agencies of warfare, including the submarine; the reduction of armies to a minimum, and should set an example in this respect to encourage the other nations of the world to adopt a similar method. A small international police force is all that is necessary to insure the safety of the nations of the world and to maintain peace.

Congress should take action to prevent declaration of war without a referendum of the men and women of America who have fought, won and paid for every war, and their verdict should be final. This

should not apply in case of actual armed invasion of the country.

The estimated direct money cost of the principal wars of the United States is \$28,642,349,000. Our per capita cost for the World War was \$225.00. All profits must be taken out of war.

(6) In view of the fact that the Peace Conference at Paris and the Conference on the Limitation of Armament recently held in Washington have been clearly under the control of the international investment bankers and international commercial interests of the world, and they have not succeeded in arriving at a basis for lasting peace, and since an international economic conference is soon to be called, which, out experience teaches us, will be controlled by the same financial interests, which speculate in the products of farm and factories, the farm and labor organizations and other wealth producers of our country should arrange for an international conference on the world's economic condition, to be composed of representatives of the producers of wealth of the entire world instead of the speculators.

It is imperative that the Governments of the world should make it their prime responsibility to secure an adequate supply of raw material for food and clothing for their peoples, and we further declare that the world's needs for food and clothing must be met through international agreement and arrangement. There has always been, and there is today, a tragic and unnecessary under-consumption of food and of clothing, and there has never been an over-production of any staple agricultural product. It is incumbent upon the representatives of farmers and organized labor and other wealth producers of the world to secure such a distribution of the national income of all nations as will make it possible for every citizen of every nation willing to work to secure an adequate supply of food and an adequate supply of clothing.

Wealth producers must control the medium and mechanism of international exchange. This, and this alone, will restore prosperity to the producers of wealth on farms, in factories, mines, transportation, trade and commerce.

Congressional Inquiry Committee Abandons Farmers to Exploiting Bankers.

The report of the Joint Congressional Committee of Agricultural Inquiry just made public is a shameful betrayal of the farmers to the same big banking interests that have already "deflated" agriculture to the extent of \$7,000,000,000 within the past year, asserts a statement issued to the press today by the officials of the All American Cooperative Commission, the national organization of agricultural and industrial cooperators.

"After being in existence for over six months," the statement continues, "and spending thousands of dollars of the taxpayers' money, the Joint Committee of Agricultural Inquiry has rendered a report stating that the most urgent need of the American farmer is adequate and reasonable credit. And then it deliberately turns the farmer over to the exploitation of the same money lenders who have just about bankrupted him.

"We do not wish to be unduly critical of any sincere effort to rescue the farmer from his present distress," says the Cooperative Commission, "but we cannot dispell the belief that there was more politics than good faith in the selection of this Agricultural Inquiry Committee, consisting of 6 Republicans and 4 Democrats from the House and Senate, 7 of whom are lawyers, one a millionaire publisher, one a rich landlord farmer from a city of 30,000 population, and the tenth member a civil engineer and farmer. Recognized friends of the farmer and representatives of great agricultural states, such as Senators Norris, Ladd, and Kenyon and Representatives Strong and Sinclair, were not given places on this Committee, while a multi-millionaire corporation lawyer and steel company director was included. Even the Congressman who introduced the resolution for this investigation was denied a place on the Committee, as were also the chairmen of both the Senate and House standing Committees on Agriculture.

"The four recommendations made by the Committee to alleviate the farmer's need for ample credit all play into the hands of the bankers, according to the Cooperative Commission. The Committee recommends that the Federal Farm Loan Banks rediscount long term notes, not for the farmers, but for "national banks, state banks, trust companies, and other institutions," who can then rel oan to the farmer on any terms that suit them. With a tragic lack of humor the Committee further recommends that the farmers go for relief to the Federal Reserve banks, which have been the very instruments by which the big financiers have just "deflated" agriculture."

The Cooperative Commission points to the statement of Secretary of Agriculture Wallace, that interest rates and commissions totalling 11%, 12%, and even 13% are being demanded by many banks on long term farm loans, and that these banks are "taking advantage of the farmer's distress, heartlessly extorting a rate of interest and terms of loan which cannot be justified." Moreover, the billion dollars which the War Finance Corporation was supposed to use for the benefit of the farmers has largely gone to increase the profits of the bankers, who are evading the provision limiting their

profit to 2% by calling for this money to renew loans already made at from 9% to 15%, while informing applicants for new loans that they cannot be accommodated.

"The only satisfactory solution for the farm credit situation," the Cooperative Commission declares, "is the enactment of a measure enabling the farmers to organize their own cooperative banks and credit unions and bring their credit resources under their own control. The farmers of Europe have had this right for more than 70 years, and through it have wholly solved their credit problem. These people's banks are non-speculative, and lend money only for productive purposes. Therefore, they almost never suffer a loss. The Raiffeisen farmers' banks of Germany have not lost a penny in 70 years, and the losses of the Italian cooperative banks are but one lira in a million.

"It is alleged by a confidential authority in a position to know," says the Cooperative Commission, "that the report of this Committee of Agricultural Inquiry was dictated by Wall Street bankers, whose only interest in the farmer is what they can squeeze out of him. Two or three members of this Committee are trying their best to understand and alleviate the dirt farmer's problems, but their ideas were squelched by the steam roller which dominated the Committee."

French Seamen to Cooperate Cooperative Merchant Fleet.

The French Seamen's Federation, one of the strongest trade unions in France, is now perfecting arrangements for the purchase of a fleet of merchant vessels, to be operated cooperatively in competition with the private-owned and profit making steamship companies. The French Government is now disposing of its mercantile fleet, and the Seamen's Federation proposes to buy 17 of the best vessels, with a tonnage of 112,000, as the nucleus of a large cooperative enterprise.

The Federation asserts that cooperative conduct of transportation is much more efficient and serviceable than the present private-profit plan of charging "all the traffic will bear." It points to the recent report of the Commonwealth Shipping Line of the Australian Government, which has maintained low rates and yet shows a net profit of nearly \$20,000,000 during the past year. The cooperative merchant fleet which has been so successfully operated by the Italian seamen's guild has also cut rates to the lowest possible minimum consistent with good wages and decent working conditions for the men who run the ships.

\$350,000 Stock Raisers Form Cooperative Marketing Association.

Following a recent meeting in Kansas City, attended by farm organization repre-

sentatives from 9 big cattle producing states, the Farmers' National Cooperative Live Stock Marketing Association has been formed to eliminate the commission agents, speculators, and other middlemen who have been waxing fat by handling the farmers' stock. The new organization federates 17 farmers' and stockmen's organizations with a combined membership of 350,000 throughout Nebraska, Missouri, Iowa, Minnesota, Kansas, Oklahoma, Illinois, and Arkansas. It plans to establish live stock commission houses at every terminal where the business justifies it, and already has at its command the facilities of the Equity Cooperative Live Stock Exchange at South St. Paul and the cooperative exchanges established by the United Farm Clubs of Missouri at East St. Louis and by the Farmers' Union in several important terminals. According to the officials of the National Cooperative Live Stock Marketing Association, these cooperative exchanges now in operation are transacting a business exceeding in volume and value that of any single branch of cooperation in any country of the world.

Producers' Cooperation in Italy the Basis of Agricultural Progress.

From Signor Beneduce, the Italian Minister for Industry and Agriculture, the All American Cooperative Commission of Washington, D. C., has secured some instructive facts about the remarkable progress of producers' cooperation in that country. Despite the notoriety bestowed on Italian art and music and literature, agriculture is pre-eminently the chief industry of Italy and the basis of its prosperity. With this in mind, the Italian Government has adopted a constructive program to assist the cooperative associations in developing the agricultural resources of the country. This development is along three main lines: reclamation of arid land, irrigation, and electrification to supply power and light.

The greatest possible tribute to the soundness and ability of the Italian cooperatives is the fact that the Government is preparing to lend them \$900,000,000 lire (\$39,600,000) to carry through these projects. The Italian Parliament has just authorized a loan of 200,000,000 lire (\$8,800,000) to a society whose plans have been accepted for the utilization of the vast water power available in Catania, in Southern Italy. This sum will supply only a part of the cost of the work, the remainder being furnished by the cooperative societies concerned, which have accumulated large funds of their own through the 2,500 workers' and farmers' cooperative banks in the country, united in the national Cooperative Credit Institute. Other cooperative organizations are now working out plans for large reclamation and irrigation pro-

jects in the undeveloped regions of Southern Italy, Sardinia and Sicily.

This policy of aiding the cooperative societies in the large-scale development of the nation's agricultural resources has already had a valuable effect by decreasing unemployment and industrial discontent in the larger cities. Surplus labor is taken to the country districts, given good employment during the construction of these enterprises, and then helped by the cooperative societies to settle down on the land as it is reclaimed and opened up for tillage.

Christianity and Cooperation.

The cooperative movement is essentially non-sectarian, because it embraces all humanity. And yet it has a vital relation to religion. It is, in fact, the practical application in the economic world of the highest religious revelation that has ever inspired the human race. "Thou shalt love thy neighbor as thyself" is the rock foundation of both Christianity and the cooperative movement. True, the church goes farther, and demands that men also love God. But, as the writer of the epistle of James says, "If ye love not your brother man whom ye have seen, how then can ye love God, whom ye have not seen?"

The essence of Christianity is unselfishness, and this the cooperative movement translates into concrete action on the basis of "Each for all and all for each". Cooperation boldly challenges the prevailing principle that the purpose of production and distribution is to enrich a few at the expense of the many. For this pagan law of the jungle it substitutes the Christian creed of service: "Let him who would be greatest among you be the servant of all." Service, not profits, is the measure of all cooperative achievement.

Let no man think that cooperation is simply a cold-blooded economic struggle to get a few pennies more or pay a few pennies less. The cooperative movement derives its sanction direct from the Carpenter of Nazareth. Its spiritual ideal is one with His, which "seeketh not its own", but strives to secure a more abundant life for all mankind.

Cooperation is Christianity applied to the economic order.

Where Cooperation Flourishes.

Three-fourths of the 460,000 people in Leeds, England, are cooperators, and about the same number belong to the great London society. Breslau, Germany, has almost its entire population of one-half million people in the cooperative movement; while a vast majority of the population of both Hamburg and Danzig are confirmed cooperators.

WORKING CONDITIONS IN THE NEAR EAST.

The action of the International Brotherhood of Electrical Workers in endorsing the work of the Near East Relief in saving the lives of the thousands of homeless and destitute people of Asia Minor and Transcaucasia, is a splendid evidence of the spirit of the organization. For Brotherhood must extend beyond the borders of one's trade, beyond the borders of one's country. And the resolutions passed at the fall convention, pledging cooperation to this charitable enterprise, expresses in action that for which we are all striving.

That the relief toward which the Electrical workers are contributing means help for the workers of an oppressed country, and help for the orphaned children of workers who have perished during the past seven years of war and massacre and famine, should be of especial interest to the Electrical Brotherhood. The people of Armenia are one of the most industrious and enterprising and hardworking peoples of the world. Even after the war broke out and they were deported by the thousands, they made every attempt to return to their ruined homes and start up their industries anew. For the most part, this was an unsuccessful effort as the continued political upheaval made any permanent and organized effort to rebuild the economic life out of the question. And yet, time and again they persisted.

The remarkable service rendered by the railroad workers has been a great factor in saving the lives of those Armenians who still remain alive. America, through the Near East Relief, has been most generous in sending supplies. But getting the supplies to the hungry and homeless people was dependent on the transportation. With fuel almost unobtainable, with cars and engines a tragic rarity, and most of all, with danger facing the men who manned the trains on every side, the problem of carrying the food and clothing from the seaports to the big orphanage centers of the interior was a tremendous one. But over every obstacle the Armenian workers were triumphant. If trains were not run so often as they might have been, at least those that were run, were the result of the heroic services rendered by these men.

But now many of those workers have succumbed to the terrible scourges of hunger and famine that are sweeping the land. Their children wander, helpless, half-naked, hungry, about the streets and clamor pitifully at the doors of the Near East Relief orphanages for admission. One hundred thousand, at least, are without shelter or protection these cold winter days. The Near East Relief is unable to take any more in. Running at the low-

est possible minimum of cost—but little over five dollars a month per child—its resources are taxed to the utmost to take care of the sixty-seven thousand children now in its orphanages. To admit more, means that some of those already in must die. Sixty-thousand children, aside from those within the gates, are fed a meal a day and furnished with second-hand clothing. But for those outside?

The Near East Relief is making a country-wide appeal for funds. Five dollars a month saves a child's life. All contributions will be received at the national headquarters, 151 Fifth Avenue, New York.

U. S. VETERANS' BUREAU ACTIVITIES.

"The complete 'social recovery' of the neuropsychiatric cases and recovery of health in tubercular cases is the objective of the 58 training centers established outside of hospitals under the U. S. Veterans' Bureau. Fifty of these training centers are non-resident, while eight of them are resident. These training centers have been established principally for tubercular and neuropsychiatric cases", Col. Charles R. Forbes, Director of the U. S. Veterans' Bureau stated today.

The resident training center at Pascagoula, Mississippi, was established on the site of a war-time ship building corporation. A community had been established therefor the workmen in the ship-building plant, and when it was taken over for the purpose of a training center, there was ready for occupancy a large number of cottages and other buildings common to such a community. This made it pleasant and convenient for the married trainees, who were thereby enabled to have their families with them. The resident center at Nauvoo, Illinois, has both neuropsychiatric and quiescent tubercular trainees. However, these men are convalescent cases not sufficiently recovered to take a full course of training and yet not so sick as to necessitate their remaining in a hospital. A certain number of hours a day is devoted to study, while sufficient time is allotted for rest and recreation. They are under the supervision of the medical officers who prescribe the necessary amount of study, rest and recreation, making possible a program which could not be carried out elsewhere. The training center which is being completed at Bellevue, Nebraska, will be devoted primarily to neuropsychiatric cases. Another was recently opened at Port Jefferson, New York, with all modern facilities and conveniences for the proper handling of convalescent cases. These cases can be best taken care of when the training is based on "prescription" and the Rehabilitation Division of the Veterans' Bureau has been

studying the best types of vocations to be taught neuropsychiatric cases. They confidently predict that practically every neuropsychiatric case will make a "social recovery", through the proper type of training, so arranged as to tide these men over their period of convalescence.

The Chief Tuberculosis Consultant for the Veterans' Bureau is at present engaged in getting these centers up to the maximum of efficiency for the care of disabled veterans, and the Chief Neuropsychiatric Consultant is advising regarding the programs for the neuropsychiatric cases.

A model training center has recently been opened at Silver Springs, Maryland. The men are being taught general agriculture, carpentry, cabinet-making, machine shop work, electrical trades, leather work, mechanical drawing and the necessary academic subjects, which make this vocational training feasible. The trainees are housed in a modern dormitory, comfortable and pleasant and everything has been done to make the surroundings agreeable for these disabled veterans.

SAFETY FIRST AND WHAT IT MEANS.

(By G. C. Lewis, Engineer, Peach Creek, West Virginia.)

The Safety Movement, though still in its embryonic state on a majority of railroads, has by its application wrought immeasurable benefits to all concerned. It is an epoch for the history of Railroad life. A movement in which every employe from the highest official to the most humble laborer, regardless of creed, color or station has a voice in the affairs affecting his every day conditions.

In the past a common laborer or mechanic rarely thought of offering a suggestion which would eliminate some unsafe condition or practice which existed in his vocational environments; he may have casually called the attention of his superior to the matter and if that official saw fit to rectify the existing condition it was all well and good. If on the other hand he was indifferent there was nothing done and the unsafe condition remained to jeopardize the safety of these employes. This movement obviates this carelessness on the part of the supervisor, as now if he should show no inclination to eliminate unsafe conditions. The employe has simply to make out a suggestion card and turn it into the local or terminal safety committee, who will give it full consideration.

The knowledge of this has put the average employe on the alert with the result that since the adoption of the movement there have been overcome a number of dangerous conditions that have in the past been a menace to life and property.

These conditions existed because it was nobody's business in particular to correct them. Now that it is everybody's business the matter is brought to the attention through the Safety Committee of the one in authority who has power to make the necessary improvements. Invariably the unsafe condition is rectified, or the unsafe practice is abolished.

As stated before, the resultant good is immeasurable, but a close comparison between statistics on personal injuries and fatalities of the present, with those of similar period prior to this movement, will show gratifying results. When this movement was first inaugurated it was considered by many as a joke, I myself took the matter lightly, but reviewing the past in my retrospective moods and noting the wonderful results attained, all doubt of the efficiency of the movement has vanished and those skeptics have become the most loyal adherents to safety.

Now as we have attained such good results, let us not consider our task done and become derelict in our duty. We should persist in our endeavors to bring about even greater results and it behooves every employe to take an active part in the campaign for safety. In making conditions safe for yourself, you are likewise making them safe for your fellowmen, so let us continue the good work and encourage the other fellow to practice safety.

INCORPORATION WOULD CHAIN UNIONS TO FEDERAL COURTS.

Trade union incorporation is demanded by modern feudalists and their retainers, who insist that as "capital" (they mean capitalists) is incorporated, trade unions should do likewise, that they "may be held responsible for their acts."

This reasoning indicates the low value greed places on the people's intellectual capacity.

Corporations are not formed for the purpose of being "held responsible." The purpose is to evade liability.

Under the partnership form of doing business each partner can contract debts in the name of the company and all other partners are liable for the full amount. The property in the partnership can be seized for debt, and if this is not sufficient the other property of each partner can be seized.

Under the corporation form of doing business this danger is removed. An officer of a corporation can contract debts in the name of the corporation, but only the property of the corporation is liable. The property of stockholders can not be seized, as in the case of partnerships.

In a partnership each partner has the fate of his associates in his hands. In a corporation the by-laws and constitution

of the corporation define the limits of officials.

Corporation stockholders invest what they are willing to lose and can not be held for other damages.

Business men are not compelled to incorporate, but they do so because persons will invest money without being held responsible.

It is now proposed to compel trade unions to do what is optional with business men.

If trade unions were incorporated they would be constantly menaced by the receivership process whereby their property and treasury would be at the whim of hostile courts.

This danger to a corporation does not exist. Its activities are clearly defined in its charter.

The activities of a trade union can not be defined because it is a social institution. It can not be separated from the human beings who compose it. These human beings have memory, understanding and will, as distinguished from a commodity, in which corporations deal.

If a trade union were incorporated it could be thrown into court by any detective, spy or "company man" who is a member of the union, and a property-worshipping judge would decide that the union's activities are not sustained by its incorporation declarations.

With the changing of social viewpoints and the adoption of new methods to meet industrial situations, no militant trade union could function under this system of court espionage.

Aside from reasonable hours, wages and working conditions, which affect the national life, there are high moral reasons for the trade union. The reasons for the corporation are efficiency, profits and limited liability.

The trade union is inseparably linked with each individual member of the union. The success of the union develops the intellectual and physical life of each member. The success of the corporation is judged by dividends.

If trade unions were incorporated national and international organizations would be under the jurisdiction of federal courts. This would permit injunction judges of the Anderson type to sit in judgment on a union's policies and ideals.

These are the reasons, rather than the professed purpose, why crafty feudalists and their defenders want trade unions incorporated.

They would have the unions controlled by judges whose property bias blinds them to an expanding, developing life, who are choked by their legalisms and who are without social vision.

Let no organized worker be lulled by the claim that trade union incorporators

only desire unions to be held responsible.

Tyranny and wrong never makes direct attack. Its cards are never on the table face up. Its method is stealth, misrepresentation and flank attack. It says one thing and means another.

Organized labor does not shirk responsibility. And even if it did, it can be reached by criminal, civil and common law.

Our opponents know this full well. What they are now aiming at is the heart of trade unionism. They would have their judicial tools pass on its activities, its purposes and aspirations.

They would kill the soul of the labor movement with their judicial dagger and wrap it in the dead parchment of court procedure, custom and judge-made law.

CO-OPERATE.

How simple the word, and how productive when properly used! Too many workers seem to believe the word means to find fault with everything and everybody, and to suggest or do nothing constructive—just criticise.

Look at your employers and see what the word means to them, and what they do:

First, they organize.

Second, they give all of the time, energy and funds necessary to their organization.

Third, they are not divided as to policy.

The workers are just as intelligent as their employers; then why not wake up and follow the employers' example. Resolve to turn over a new leaf, and that henceforth you will do your part and encourage others to co-operate with their fellow-workers; see that all are organized; and attend faithfully to the business of the organization.

Lend your time and energy to assisting the organization in its efforts to combat the hostile and unfair employing interests, both large and small, and to prevent them from accomplishing their purpose in shackling and enslaving the workers. This is your duty; part of your work; therefore let all do their bit and do it cheerfully.

Help your local union and officers by giving them all the information and assistance possible, and follow their advice; then, at the end of the year, look back and take stock of the good results attained. Cooperate morning, noon and night, it will prove profitable.

THE BEST THAT IS IN YOU FOR THE UNION.

We are entering upon a New Year.

It is the open season for stocktaking and for resolutions. Don't neglect in your survey that important side of your life which the Union represents.

Plan to do your share in producing a

bigger, finer organization, an organization better equipped to serve its purpose, readier and abler to apply itself to its opportunities.

For Trade Unionism it is a new era we are entering rather than a new year.

The essence of the Labor Struggles is advancement. We can't afford to stand still.

The courage of the defensive struggle which it was the fate of Labor to make in recent history was inspiring. But let us have no resting on our laurels. Progress beckons.

You are the unit of production in the Union's list of stock. The degrees to which Unionism can count upon your faith, your co-partnership, your integrity, will be the degree to which Unionism will realize its purpose.

Don't look upon unionism as an institution already established, indifferent to change, and superior to improvement.

Unionism is a sensitive plant, extremely responsive to the kind of care you give it.

Unionism serves your most vital interests. The pay envelope is very largely the source of life. It dictates your standard of living, of housing, of dressing, of culture, of education. It measures out the fullness of life.

Would you have your Union rich with the wealth of good Unionism? Would you insure its moral stability, make safe its democratic purpose, justify its claim to leadership and spokesmanship in your economic interests? Then remember the Union in your New Year resolutions.

Strengthen its hand with your enthusiasm. Renew its courage with your faith.

We meet, in the very early months of the New Year, our decade milestone—a decade of accomplishment.

For the New Year, for the new decade, the march shall be forward. The quality of our collective morale will set the pace.

The best that is in you for the Union!

—The Union Telephone Operator.

President Harding is seriously considering the establishment of a Federal Wage Board for the coal industry with authority to determine pay scales and adjudicate all mine labor controversies. —Philadelphia Public Ledger.

Names of persons inclined to be friendly toward organized labor will be listed by the Detroit Federation of Labor and their friends, it was decided at the Federation of Labor meeting last Wednesday. The step will be taken "to combat the insidious efforts of certain business men's clubs, national in scope, now seeking to destroy organized labor." Detroit Free Press.

DEFLATERS IN CANAL ZONE.

(By H. A. McConaughy).

A commission which the Secretary of War appointed recently to investigate alleged extravagant management on The Panama Canal have made their report, and their recommendations are now under consideration by the Secretary of War. This report is an astounding document and indicates that the members of the Commission were inspired by the ideas of false economy and utter disregard for the welfare of the workers of our country, which is characteristic of the present Administration at Washington.

The commission recommended that white Americans be discharged and their places filled by British West Indian negroes as fast as this policy can be carried out. At the present time the Canal force consists of three thousand white Americans and twelve thousand alien negroes. The positions now held by white Americans are all highly skilled clerical, technical or mechanical positions.

The Canal was constructed, primarily, as an adjunct of our system of our national defense, and yet these gentlemen seriously recommend that the operation of the Canal be entrusted to aliens, who cannot be expected to be inspired by feelings of loyalty to the United States Government. I sincerely hope that war with Great Britain will never occur, but such a contingency is always possible. Granting that such a possibility exists, no matter how remote, it is wise to operate The Panama Canal, our greatest military asset, in such a manner that it will be completely at the mercy of a possible military opponent? Is it reasonable to discharge American employees at a time when the unemployment situation in our country is so serious as already to be a menace to our institutions and our civilization? I have no doubt that Japanese coolies could be imported to the Canal, whose standards of living are even lower than those of the West Indian negroes, and who could, therefore, work for lower wages than the negroes, and I have no doubt that if this procedure had been suggested to this commission they would have recommended its adoption, as the dollar sign appears to be so close to their eyes as to obscure any other consideration.

It was recommended that the salaries of the Governor and his principal assistants should be increased, and that the salaries of all other white American employees were too high. The salary of the Governor was to be raised from \$10,000.00 to \$19,000.00 per year, and the salary of his principal assistants increased 50%. The mechanics on the

Isthmus have received decreases in wages, since July 1, 1921, which approximate 20%. The rental charge would make a further reduction of about 15%. Yet this highly economical Commission says we are still overpaid. It is possibly true that the salary of the Governor and some of his principal assistants are inadequate for the services rendered, and it will doubtless, be a source of great satisfaction to the employee who is making super-human efforts to make his monthly pay check stretch from one pay to another, to know that the Governor and his principal assistants will now be able to put more money in the bank than heretofore.

Although practically all Panama Canal employees in the Mechanical trades are members of labor unions, the white American employees, as a whole, are only about 50% organized. Yet, this commission reported that the open shop existed here in theory only and that the Governor should cease to deal with representatives of labor organization, as such, and should deal only with committees of employees. It is further recommended that the Canal Administration should take such action as would result in such a small proportion of any occupational group of employees being members of labor unions that the labor unions would be innocuous. The recommendation clearly reveals the fact that this commission considered that their mission to the Canal Zone was to break up labor unions and install the sort of open shop policy that consists of preferential treatment to non-union workers.

The work of the Sanitary Department was declared to be splendid, but the commission discovered the alarming fact that the malarial rates and the mortality rates were lower on The Panama Canal than in certain districts. The commission promptly recommends that the sanitary work be decreased to a point where the malarial rate should be on a par with the above-mentioned localities in the United States. This will be good news for the undertakers.

While the malarial rates and mortality rates are not high, it would be great mistake to conclude that the Canal Zone is a health resort. The intense light of the tropical sun, continuous heat and high humidity of the atmosphere combine to make the climate of the Canal Zone extremely enervating. Employees of long service with the Canal age prematurely and are peculiarly subject to nervous breakdown. It is essential for the preservation of health that employees spend their vacations in the United States to secure the benefit of a change in climatic conditions. A recognition of this fact has made it necessary that the employ-

ees of the Panama Canal have slightly greater vacation privileges than are accorded to Government employees in the United States. If the fact of the Saturday half holiday, which is enjoyed by Government employees in the United States, is taken into consideration, Panama Canal employees at the present time have less gratuitous time than Government employees in the United States, as we do not have the half holiday Saturday on the Canal Zone. This commission, however, blind to the facts that have been apparent, both to medical men and laymen, since the inception of the Canal, recommended that the vacation privilege of The Panama Canal employees be decreased.

The Panama Railroad Steamship Line has been in operation since the American occupation of the Canal Zone. It has been, and still is an important factor in the successful operation of the Canal. It has been, in past years, a big money-maker. During the years 1920 and 1921 the Steamship Company has been run at a slight loss. This is not due to inefficient management but is the result of abnormal conditions in the shipping business which have seriously hampered the operation and earnings of all steamship companies. Undoubtedly with the return of normal conditions, the operations of the Panama Railroad Steamship Company will again show a large profit. The commission recommended that the Panama Railroad Steamship Company be abolished, the ships sold and the employees discharged. That a conspiracy has existed to drive American ships off the sea is an undoubted fact. That certain Americans financially interested in foreign shipping concerns have aided this conspiracy is equally true. We do not presume to say what motives influenced the commissioners in advocating the discontinuance of the Panama Railroad Steamship Line, thereby allowing the business of the Line to fall into the hands of foreign steamship concerns. It is, however, true that certain foreign steamship companies would have profited greatly by the discontinuance of the Panama Railroad Steamship Line, and, probably, would have been willing to pay a substantial sum for securing that business.

The report of the commission, as a whole, is indicative of the short-sighted, narrow-minded policies that are prevalent among a certain class of employers of labor in the United States. Most of the recommendations of this commission were either unwise, unbusinesslike, unpatriotic, unjust, and, in some cases, ridiculous and impossible of accomplishment. The recommendations of this Commission really indicate that the mem-

bers of the Commission are the type of men whose actions are rapidly turning conservative workers into extreme radicals. Caesar had his Brutus, Richard III his Richmond, Charles I his Cromwell—may the present Republican Administration profit by their example.

REPORT OF SPECIAL COMMISSIONS.

The opinions and recommendations of the Secretary of War's Special Investigating Commission, appointed by him, to investigate and make recommendations are: The Panama Canal, The Panama Railroad and Panama Railroad Steamship Line, are to be considered confidential by request of Hon. J. W. Weeks, Secretary of War.

Governor and his principal assistants concur in most of the recommendations. Governor to put into effect immediately the recommendations he concurs in, if they are approved by Secretary Weeks.

Object of Canal.

A. Commerce.

B. Military.

Naval Base, Expense not justified. All operations to be commercial and not as naval base. Close down all operations not commercial, lay off employees and tie up machinery for a long period of idleness. Operations must justify cost and those in charge must be held to account. Recommendations are based upon this assumption. Investigation should be made to determine the per cent of value of the Canal as a military and as a commercial project, and those percentages used in figuring cost in future. Based heretofore on construction basis and has never been on sound operating basis. Such activities as sanitation, policing, fire protecting, schooling, etc., should not be considered as commercial enterprises.

Americans vs. Aliens: Continual employment of Americans instead of native labor is greatest expense. Americans physically unfit to labor in Panama, Americans being paid exorbitant wages and bonuses.

Recommend Governor should be instructed he should employ tropical labor to great extent. Establish apprentice schools for natives so that in a few years operating positions can be filled by them. An increase in pay to be given natives as their efficiency warrants.

Rent: Exclusive of electricity perquisites granted employees cost \$550.00 per year. Commission does not believe their contracts guaranteed nor that perquisites are justified by the salaries received and recommend that rent be charged.

Rates of Pay: Recommend that basis of pay be revised with one impartial man on board.

Leave: Leave considered greater than necessary and the following is recommended. 30 days annual, emulative for 3 years. No travel time until end of second year when 7 days is allowed. 14 days travel time allowed at end of three years. Sick leave to be paid for in full for all time sick, as for similar employments under Civil Service Rules in U. S. and not to be cumulative.

Allow \$33.50 for employee and each member of his immediate family each way (towards his transportation) after two or three years service if vacation is spent in the United States.

Open Shop: Open shop now is in effect in theory only as the Canal Zone is completely unionized. Commission believes in collective bargaining but is opposed to outsiders representing employees. Are opposed to employees forcing high wages through political influence for any group of employees. Governor to be instructed not to make any agreements for any definite length of time and to abrogate any now existing. Governor to be instructed not to deal with committees from unions, but from committees of employees only. It is recommended that the open shop principle be actually put into effect on the Isthmus, and that, in all departments a fair proportion of non-union men be employed, and that this proportion shall be kept large enough to show that the Government actually believes in the open shop principle and is following it.

All rules limiting the alien labor to be removed, especially the "Edge tool rules and Ford Car rule."

Divorce P. R. R. from Panama Canal entirely and operate as a commercial enterprise.

Encourage agriculture, local supplies are deficient in quantities and qualities, prices charged for food that could be raised on the Isthmus are exorbitant and is a hardship on the employees. Recommend that Zone be opened to public for agriculture and other purposes.

Auditor: The auditor is general manager without proper title or force. His force should be entirely reorganized and modern system installed, and he should do the auditing and nothing more.

General Manager: General Manager for Canal should be a man of wide experience, etc., to relieve Governor of details.

The Canal should be operated by high grade executives at high salaries and held responsible for results obtained by low paid operatives, Canal executives are now low paid and operatives high paid.

Salary Increases for Officials: Recommend salary of Governor and his chief executives be increased at least 50% and employ men (new) especially fitted if necessary.

Division of Schools: Not sufficient teachers, more schools necessary, 10 months school per year favored.

Establish manual training schools for colored, if this is done natives can be trained to fill places of American Mechanics.

Police Departments: Employees get 14% more pay than District of Columbia police. Favor replacing police guards at piers, administration bldgs., etc., with alien negroes.

Employees get 11% more pay than D. C. firemen. Volunteer white firemen of Balboa, Cristobal, Pedro Miguel and Gatun and cut down paid force substituting negroes. Applying two platoon system under conditions recommended.

Proposed Force.

At Balboa and Cristobal—

- 1 Captain.
- 1 Lieutenant.
- 3 Sergeants.
- 8 White firemen.
- 10 Colored firemen.

At Pedro Miguel and Gatun—

- 1 Lieutenant.
- 1 Sergeant.
- 2 White firemen.
- 2 Colored firemen.

Department of Civil Affairs: Turn over to other department of U. S. governments. Post office to U. S. P. Department. Customs to U. S. Customs Departments. Administration of estates to Treasurer (recommended elsewhere).

Municipal Division: Cut out three districts. Go into Supervisor's wages. Dispense with oiler at pump station and have police drop in and see that no harm comes to the single operator left. Reduce number of sub-foremen. Replace all clerks with negroes. Reduce foremen of yards and officers with alien negroes. Cut out superintendent at water plant, leaving one at Miraflores and one at Mt. Hope and Agua Clara.

Commissaries: Must pay full rates for commodities handled by Panama Railroad and Steamship Line.

Health Department: Splendid. Beyond criticism. Too well done if anything. Official salaries low; other high. Number of nurses excessive. Ancon Hospital compares very favorably with hospitals in U. S. as to cost of operation. Charge subsistence of \$1.50 per day for employees. Discontinue dispensary service. Replace 25 nurses with negroes. Cut out 10% of silver force now employed. Discharge all physicians and surgeons and replace with army medical officers. Gradually reduce sanitation until it exceeds rates for malaria in 20 large cities of the U. S. Turn over sanitary department to Public Health Service. Families must keep their premises clean un-

der penalty of having it done, charged for and subject to fine.

Auditing Department: Not modern. Abolish paymaster and Collector and create Treasurer instead. Semi-monthly pay. Abolish coupons in commissaries and sell for cash only. Permit civilian stores on zone.

Cattle Industry, Farms, etc.: Cut out cattle industry, farms, plantations and dairies.

Factories: Cut out all factories connected with commissary department if they do not pay.

Ancon Mill: Replace gold employees in Ancon Mill with silver employees.

Replace all American chauffeurs with silver labor.

Free Auto Transportation: No more free transportation to work.

Cut out Canal Record.

Printing Plant: Cut out printing plant if work can be done cheaper by contract.

Oil Plant: Have but one 8-hour shift at Balboa oil plant.

Requisition Bureau: Cut out requisition bureau and transfer to Chief Quartermaster.

Restaurants and Hotels: Discontinue Balboa Shops and Administration Bldg., restaurants at once. Hotel rooms cheaper than in U. S.

Shut down steam plant except during dry season.

Seventy one million, 71,603,830 K. W. H. total generated annually, 30% is used for light and cooking, 70% for power. Charge 5c per K. W. H. or L. N. C. charge .009 K. W. per hour.

Transfer repair maintenance and outside work from electrical division to mechanical division.

Transfer railroad signals from electrical division to P. R. R.

Operate clubhouse one nine-hour shift, releasing thereby 30 janitors, all assistant secretaries, assistant cashiers, waiters, etc.

Record Bureau: Divide among the various departments. Have librarian with 2 or 3 assistants take care of all important.

Boys instead of men messengers at half cost.

Personnel Bureau: Divide up among different departments.

Property Bureau: Could be reduced 50% without loss of efficiency.

Bureau of Statistics: If Canal Record is abolished one man can be reduced possible.

Washington Office: Reduce to lessen office between Governor and Secretary of War. The force to consist of 1 Chief of Office, 1 Assistant Chief of Office, 2 or 3 clerks, correspondence and recording division with clerks, Telephone and Telegraph operators, 3 stenographers, 1 or 2 messengers.

Cut ice from 30c to 40c per C.

Locks: Impractical to operate one shift. Force overstaffed. Dispense with 1 Mechanical Supervisor, 1 Electrical Supervisor, 1 Assistant Mechanical Supervisor, 1 Assistant Electrical Supervisor at Pedro Miguel and Miraflores. Dispense with two boatswains at Pedro and Miguel and one at Miraflores. Have remaining supervisory force take care of both sets of locks. Dispense with 1 Assistant Mechanical Supervisor, 1 Assistant Electrical Supervisor, 1 boatswain at Gatun.

Dredging Division: Culebra (dredge) to U. S. A. Rent dredge No. 83 with crew to Central American Countries. Fix pay of Captains and Engineers of tugs as follows. Sr. Master \$229; Jr. Master \$224; Chief Engineer Sr. \$219; Chief Engineer Jr. \$214, (Dipper dredges) Master \$320; Operator \$310; Mates \$332; Chief Engineer \$315; First Asst. Engineer \$262.

Marine Division: Reduce force. Lay up one tug and furlough crew at Balboa. Lay up both supply boats. Reorganize crew of FAVORITE, if competent men cannot be secured and extend principal to other tugs if it is applicable as follows: 1 Master, 1 First mate, 1 Second mate, 2 Chief Engr., 1 First Asst. Engr., 1 Second Asst. Engr., 1 boatswain, 1 radio operator—silver crew, 1 carpenter, 1 oiler, 3 firemens, 4 coal passers, 8 seamen, 1 steward, 1 cook, 2 mess boys. Cut launch sailer gang after Marine Superintendent confers with port captains. Furlough 6 lock pilots. Charge pilots fee to all vessels to reimburse Canal for pilots pay. Local Board of Inspectors to be under steamboat inspection service of U. S.

Panama Railroad: Has 50% extra employees: Operating expense is 125% of revenue, result of poor operation and large personnel. Foreman of section, engine crews and station agents over paid. Directors of Panama Railroad should be men in the U. S., not Panama Canal or Panama Railroad employees. Create V. President and General Manager with previous experience on small U. S. R. R. **Coaling Plants.** Coaling plants are heavily manned, even on two 8-hour shifts. If expenses can not be made they should be leased or sold.

M. of W. Dept. of P. R. R. Reduce wages of section foreman and bridge and building foremen to R. S. R. R. rates plus 25%. Abolish position of roadmaster and general foreman M. of W. and have one position as resident engineer, he also to be Superintendent of motor power. The present assistant engineer to be resident engineer at roadmasters salary. Replace white section foreman with alien negroes; have 2 divisions with white foreman at present rates for section fore-

man, which may be reduced to \$150 within a year. Cut out one bridge gang and put remaining one in boarding cars. Have bridge gang do maintenance and repair work on the coaling plants.

Round Houses: Turn over to P. R. R. Turn over motor car house to Supply Department. Cut present mechanical force 50%. Only higher class mechanical work to be done by gold employees. Ordinary car work, freight car inspection, hostling and all other mechanical work not requiring high skill to be done by negro aliens.

Transportation: One train master at \$350, one clerk at \$150, two dispatchers at \$250, all located at Colon. Rate all employees as per U. S. Labor Board. Reverse passenger and freight services. Three passenger trains daily each way. Cut out week end service. Do not have parlor cars on other than steamer trains. Arrange pay of agent so that those at large station receive the most pay. Cut out monthly passes for employees and their families.

Terminal Operations: Cut force 25% and replace gold clerks with silver. Discontinue P. R. R. steamship line. Lay up Alliance and Advance and sell at once for anything. Lay up Cristobal.

SOMETHING YOU SHOULD KNOW.

EFFECT OF RAILWAY EMPLOYEES' WAGES UPON PRICES OF COMMODITIES.

In the year 1920, previous to the 20 per cent increase in wages of railway employees and the increases in freight and passenger rates, a careful study was made of the effect of wages of employees on the prices of commodities, and the facts are as follows:

If the rates of pay of all railroad employees were increased 100 per cent, the addition to the average commodity value of each ton of freight transported would be less than one per cent. Doubling the wages of all railroad employees, in other words, or adding 100 per cent to railroad labor costs would add only 88 cents to each \$100 of freight transported.

Although the average commodity value of each ton of freight originated from 1914 to 1919 increased \$63 or 114 per cent, the freight charges per ton originated increased only 80 cents. In other words, the commodities which in 1914 sold at an average price of \$56 per ton could have been sold for \$56.80 per ton in 1919 without any curtailment of profit from additional freight charges.

To illustrate further, in 1914 a suit of clothing from one of the Chicago factories selling at retail for \$30 was carried from Chicago to Los Angeles for 16½ cents. The price of a similar suit in 1919

was about \$50.00, an increase of \$20.00, although the freight rate on the 2,200-mile haul had gone up only 5.6 cents. If the rates of pay of all railroad employees were increased 50 per cent the additional freight charges on a similar haul would not exceed 4 cents or eight one-hundredths of 1 per cent of the price of a similar suit of clothes to the consumer.

In 1914 shoes manufactured in New England were shipped from Boston to Key West at a cost of 4.8 cents per pair. In 1919 the freight rate was only nine-tenths of 1 cent higher, or 5.7 cents per pair, although the price of these shoes had advanced to \$10.00, an increase of \$5.00 per pair, or 100 cent.

Labor Cost and Increased Rates.

On long distance hauls of from 750 to 3,000 miles an increase in railroad labor costs of 50 per cent would involve in increased freight charges an addition to prices of only 15 cents per barrel for flour, only 12 cents per 100 pounds for beef cattle, less than two-tenths of 1 cent per pound for beef, only 12 cents each for typewriters, only 50 cents for a phonograph, only 60 cents per bale for cotton, only 10 cents per 100 pounds for copper, only 40 cents per ton for bituminous coal, only 60 cents per ton for anthracite coal, and only \$5 for so bulky and valuable an article as a grand piano. As the typical ton of freight moves a distance of less than 300 miles the addition of 50 per cent to railroad labor costs would increase the freight charges for the average haul only about one-third of the amounts noted above.

A wage increase of 50 per cent as a matter of fact, would not be reflected in a proportionate increase in labor costs or freight rates and would hardly be perceptible in its effect on prices. During the period 1900-1914 labor costs per ton mile increased only 4 per cent, notwithstanding the wage increases granted to all classes of employees during this period of 14 years. The labor cost of firemen per traffic unit handled was less in 1910 than in 1900 or 1890, due to the increased productive efficiency of the firemen. In 1917, for example, the average number of traffic units handled per employee was 296,000, an increase as compared with 1900 of 110,000 or 60 per cent. In 1918 each freight train crew handled an average of 625 tons of freight or nearly 2½ times as much freight as the average train crew handled in 1900.

A most interesting feature of the agitation for the reduction of wages of railroad employees is the lack of consistency between the thoughts expressed to the public by the press agencies established by the railroads and the evidence or testimony submitted at Senate hearings. The public has been educated to believe that "until wages are reduced there can be

no reduction in freight rates." In fact, the highest governmental authority has expressed this thought, and it is probably true to say that a vast majority of the public, who have read press matter upon the subject, have reached the conclusion that the reason the present passenger and freight rates are high is because of increases in wages during the years 1918-1920.

A reading of the testimony of the witnesses for the railroads before the Senate committee indicates that there is no co-ordination between those in charge of the presentation of matter to Senate hearings and others who are in charge of the publicity campaign of the railroads.

For instance, it seems to have been the purpose of several of the representatives of the railroads to show that the alleged necessity of decreasing wages should not be even indirectly connected with the opinion of freight and passenger rates.

Thus, there is a conflict between the impression produced upon the public mind as to the reasons why the wages of railroad employes should be reduced and the impression sought to be created in the minds of senators, whereby wages should be reduced but rates be maintained, in order that the railroad corporations might have a greater income.

Wage Reduction Does not Aid the Public.

Aside from this apparent conflict of thought, I respectfully submit that the railroads' witnesses at the Senate hearing have demonstrated that a reduction in the wages of employes would not affect the public's interest even indirectly. The only manner in which a wage reduction could benefit the public would be by a like reduction in freight and passenger rates, but the railroads have demonstrated, in their testimony, that the cost to the public of commodities transported by the railroads is affected in but slight degree by freight rates, and they seem to have proven their case in many instances.

To quote from Mr. Chambers, a witness for the railroads:

"Fluctuations in the price of bituminous coal during the past two or three years have ranged greater than the entire freight rate. The cartage charged and the charge from the pavement to the cellar in the principal cities in the eastern section are frequently as great as the average freight charge."

"The costs of a standard concrete highway, in accordance with the published requirements of the Minnesota Highway Department, and according to the figures published by the Northwestern Association of General Contractors, taking as an

example the Itasca County (Minn.) road, are as follows:

"Grading, average cost per mile..	\$16,000
"Freight on grading equipment to and from job per cent 2.4	
"Freight on culvert pipe, bridge material, etc. per cent 1.5	
"Total per cent 3.9 =	624
"Concrete pavement to be put in later, will cost, per mile..	37,000
"Freight charges on pavement material, etc... per cent 1.9 =	703
"Total cost of road per mile	53,000
"Total freight cost per cent 2.5 =	1,327

"It can readily be seen that the freight rate (on road material) is not an undue proportion of the total cost of the road."

Prominent railroad officials have, on other occasions, presented carefully prepared statements in which are found estimates of the cost of commodities due to freight rates. They have shown that the increased freight rate upon a suit of clothes shipped from Boston, Mass., to Los Angeles, Cal., amounts to 16 cents, and that this same suit of clothes probably sold for \$75.00. In like manner these gentlemen have traced the exact proportion of the cost price due to railroad rates in many other articles of commerce. A reading of these statements does demonstrate the fact that so far as the usual mercantile commodities are concerned, the increases in freight rates have contributed to the increased selling price of the article to but small degree.

A question that I respectfully submit for careful consideration is, "If the increased freight rates have not affected traffic, how can the high wages affect traffic, the entire cost of which is included in the rates?"

Eighteen thousand members of the Carpenters Union will join in the bill to be filed in the Superior Court tomorrow by their attorney which in its petition for an injunction places many leaders of Chicago's financial district in the position of strike breakers and pickets. The petition asks that "bankers be restrained from interfering with the business of the employers, of the members of the Carpenters Union and the work of the carpenters themselves employed in the building industry."—Chicago Tribune,

THE SONG OF THE LOWER CLASSES.

By Ernest Jones.

We plough and we sow—we're so very,
very low,

That we delve in the dirty clay,
Till we bless the plain—with golden grain,
And the vale with fragrant hay.

Our place we know—we're so very low,
Tis down at the landlord's feet,
We're not too low the bread to grow,
But too low the bread to eat.

Down, down we go—we're so very, very
low,

To the hell of the deep-sunk mines,
But we gather the proudest gems that glow
When the crown of the despot shines.
And, whenever he lacks upon our backs,

Fresh loads he designs to lay;
We're far too low to vote the tax,
But we're not too low to pay.

We're low, we're low—mere rabble, we
know,

But at our plastic power,
The mould at the lordling's feet will grow
Into palace and church and tower—
Then prostrate fall, in the rich man's hall,
And cringe at the rich man's door;
We're not too low to build the wall,
But too low to tread the floor.

We're low, we're low, we're very, very low,
Yet from our fingers glide

The silken flow—and the robes that glow
Round the limbs of the sons of pride;
And what we got—and what we give,

We know, and we know our share
We're not too low the cloth to weave,
But too low the cloth to wear.

We're low, we're low, we're very, very low,
And yet, when the trumpets ring,

The thrust of the poor man's arm will go,
Thro' the heart of the proudest king.

We're low, we're low, our place we know,

We're only the rank and file,
We're not too low—to kill the foe,
But too low to touch the spoil.

—From "Poets of the Century"—Hutchinson.

WHO IS MY FRIEND.

Who is my friend? It is he to whom
I may go when my skies are drear—
Who when hope is low and my heart is sad,
Will give me a word of cheer—
—He is my friend.

Who is my friend? It is he who comes
With the light of love in his face
And shares my joy with a heart that is glad
If I win in life's petty race—
—He is my friend.

Who is my friend? It is he whose load
I am honored to help him bear,
When he's weak and faint and his road lies
dark
In the shadows of dumb despair—
—He is my friend.

Who is my friend? It is he, when Fate
Has blessed him with fortune, or fame,
Will accept my poor tears of joy and know
They are free from base Envy's shame—
—He is my friend.

Who is my friend? It is he whose hand
Clasps mine when the lights grow dim—
Who would go with me on the long, long
trail
As I gladly would go with him—
—He is my friend.

—Ex.

The editor of the Philadelphia Public Ledger declares that "President Harding's suggestion of a national industrial court is a seed falling into a prepared, receptive and fertile soil in the national mind. Labor may wave its arms and protest bitterly, but its own doings and those of the stone headed type of capitalists that belong to the 16th Century have brought this proposal upon themselves. This country is sick of strikes and every new threat and disorder stirs it to a bitter mood."—Philadelphia Public Ledger.

MUNICIPAL LIGHTING PLANTS GROWING STEADILY.

There are now 2,318 electric light and power plants municipally owned and operated in the United States, according to the last report of the Census.

This shows the usual steady gain of municipal ownership. In 1902 there were only 815 municipal plants while 2,805 were privately owned and operated. At that time municipal plants were only 24 per cent of the whole number. Since then the municipal plants have steadily gained upon the private both in number and in percentage. In 1917 the municipal plants constituted 35.43 per cent of the whole.

From 1902 to 1917 privately-owned plants increased from 2,805 to 4,224 or about 80 per cent. But during the same period municipally-owned plants increased from 815 to 2,318 or 180 per cent, over twice as fast. The following shows the growth in the number of municipally-owned plants as compared to that of the privately-owned plants:

Growth of Municipally and Privately-Owned Electric Light Plants.

Year	Municipal	Private	Total	Per cent of Municipal Plants.
1881	1	7	8	
1890	137	872	1,009	13.50
1900	710	2,514	3,224	22.02
1905	988	3,074	4,064	24.30
1907	1,252	3,462	4,714	26.40
1912	1,567	3,659	5,221	30.00
1917	2,318	4,224	6,542	35.43

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in

Postal Savings

Ten cent postal savings stamps may be purchased until \$1 has been accumulated. \$1 opens a Postal Savings Account. Save small sums and

Invest Your Savings

in

Treasury Savings Certificates

which bear interest at about $4\frac{1}{2}$ per cent compounded semi-annually if held to maturity (five years from date of issue.)

PRICES

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\$25 denomination for \$20
\$100 denomination for \$80
\$1000 denomination for \$800

Purchases are limited to \$5,000 (maturity value) in any calendar year for one individual.

Ask Your Postmaster

GOVERNMENT LOAN ORGANIZATION

Second Federal Reserve District
120 Broadway New York City

LOCAL UNION DIRECTORY

(m) Mixed. (i) Insidenmen. (c) Craneman. (mt.) Maintenance. (t.o.) Telephone. (b.o.) Bridge Operators.
 (l) Lineman. (t) Trimmers. (c.s.) Cable Splicers. (s) Shopmen. (r.r.) Railroad Men. (p.o.) Picture Operators.
 (f) Fixture Hangers. (p) Powerhouse men.

No.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date
(1)	St. Louis, Mo.....	Walt O'Shea.....	4848a Labadie Ave..	J. J. Hartman.....	4318 N. 21st St.....	2651 Locust St.....	Every Friday.
(1)2	St. Louis, Mo.....	Ed. O'Keefe.....	3000 Easton Ave....	Dan Knoll.....	3000 Easton Ave....	3000 Easton Av.....	Friday.
(1)3	New York, N. Y....	Geo. W. Whitford.....	130 E. 16th St.....	W. A. Hogan.....	130 E. 16th St.....	Labor Temple.....	Every Tuesday.
(m)4	New Orleans, La...	W. Graham.....	308 S. Cortez St....	R. L. Hottinger....	7311 Cohn St.....	715 Union St.....	2d & 4th Wed.
(1)5	Pittsburgh, Pa.....	Monte Getz.....	607 Bigelow Blvd..	J. F. Manley.....	McGeah Bldg.....	607 Bigelow Rd....	Every Friday.
(1)6	San Francisco.....	Jas. McKnight.....	200 Guerrero St....	J. H. Clover.....	200 Guerrero St....	Bldg. Tr'des Temp.	Every Wed.
(1)7	Springfield, Mass..	D. A. More.....	21 Sanford St.....	J. A. Beauchemin..	21 Sanford St.....	19 Sanford St.....	Every Monday.
(1)8	Toledo, O.....	C. A. Bremer.....	1467 Chester St....	C. E. Arnold.....	1601 W. Woodland Ave.	Labor Hall.....	Every Monday.
8a	Boston, Mass.....	Marjorie Willis.....	1460 Washington St	Helen Fleming.....	72 Harvard St.....	3 Boylston Pl.....	2d & 4th Mon.
(1)9	Chicago, Ill.....	Harry Slater.....	5 S. Sangamon St..	L. M. Fee.....	5 S. Sangamon St..	5 S. Sangamon St..	Every Friday.
(m)10	Butler, Pa.....	R. F. Knittle.....	144 N. Main St.....	R. E. Forsythe.....	317 Elm St.....	Un'td Lab. C'n Hall	2d & 4th Tues.
(1)11	Paterson, N. J.....	A. Huber.....	Labor Inst.....	Chas. Phalen.....	936 E. 19th St....	Labor Institute.....	1st & 3d Tues.
(m)12	Pueblo, Colo.....	H. L. Hutt.....	Box 70.....	Ed. Carlson.....	Box 70.....	Labor Temple.....	Every Thurs.
(m)13	Dover, N. J.....	Archibald Boyne.....	Box 278, Wharton, N. J.	Russell Pope.....	54 Hudson St.....	Labor Temple.....	2d & 4th Fri.
(1)14	Pittsburgh, Pa.....	E. L. Huey.....	1223 Reddour St....	L. W. McOleanhan..	City Bldg., Ohio Federal St. N. S.	Union Labor Temple.	1st & 3d Friday
(1)15	Jersey City, N. J..	W. R. Burke.....	581 Summit Ave....	E. A. Richter.....	258 Barrow St....	553 Summit Ave....	1st & 3d Tues.
(1)16	Evansville, Ind....	Frank Smith.....	1506 W. Delaware..	E. E. Hoskinson....	1227 S. 8th St....	315½ S. 1st St....	Every Sunday.
(1)17	Detroit, Mich.....	Wm. McMahon.....	274 E. High St.....	Wm. Frost.....	274 E. High St.....	274 E. High St.....	Every Thurs.
(1)18	Los Angeles, Calif.	F. Bartholomew....	Rm. 112, Lab. Tem.	.....	.....	Labor Temple.....	Thursday.
(m)19	Concord, N. H.....	A. Melhuis.....	47 S. State St.....	Earl Frost.....	27 Fayette St....	Cent. Labor Hall...	4th Tues.
(1)20	New York, N. Y....	Leon Irving.....	234 Albany Ave....	W. F. Young.....	220 E. 117th St...	Centrl' Op'a House	1st, 3d & 5th Friday.
(1)21	Philadelphia, Pa..	H. Weber.....	2545 Turner St....	W. T. McKinney....	Westville, N. J....	McDermott Hall...	Friday.
(1)22	Omaha, Nebr.....	Sidney Slaven.....	2305 S. 13th St....	J. M. Gibb.....	4732 N. 36th St....	Labor Temple.....	Tuesday.
(1)23	St. Paul, Minn....	P. G. Larson.....	267½ W. 7th St....	P. G. Larson.....	212 Dakota Bldg...	75 W. 7th St....	1st & 3d Thurs.
(m)24	Minne. & St. Paul, Minn.	Ed. M. Shave.....	1764 Hennepin Ave.	.....	.....	A. O. U. W. Hall...	1st & 3d Tues.
(1)25	Terre Haute, Ind..	Geo. Thomas.....	129 S. 13½ St....	J. D. Akers.....	104 N. 14th St....	624½ Main St....	1st & 3d Wed.
(1)26	Washington, D. C.	Wm. F. Kelly.....	902 Penn. Av., NW.	B. A. O'Leary.....	902 Penn. Av., NW.	902 Penn. Av., NW.	Every Thurs.
(1)27	Baltimore, Md.....	J. Shipley.....	535 E. 23d St....	J. Everett.....	304 Cole Ave.....	Hendricks Hall...	Monday.
(1)28	Baltimore, Md.....	F. J. Meeder.....	20 N. East Ave....	T. J. Fagan.....	1222 St. Paul St...	1222 St. Paul St...	Friday.
(1)29	Trenton, N. J.....	Jack Sullivan.....	128 Burton Ave....	Fred Rose.....	20 Parkinson Ave...	Broad and Front St.	1st & 3d Thurs.
(1)30	Erie, Pa.....	G. A. Holders.....	2915 Pine Ave....	Jas. U. Pusey.....	146 E. 12th St....	O. L. U. Hall.....	2d & 4th Fri.
(m)31	Duluth, Minn.....	Geo. O. Stock.....	411 W. Washab St.	Wm. Murnian.....	915 E. 4th St....	Trds. Union Hall...	1st & 3d Thurs.
(m)32	Lima, Ohio.....	D. M. Denchoe.....	957 Eliz. St. N....	S. M. Leidy.....	538 Hazel Ave....	219½ S. Main St...	Monday.
(m)33	New Castle, Pa....	H. P. Callahan.....	701 Chestnut St....	J. P. Merrilees....	716 Wilmington av.	8. N. Mill St.....	Every Fri.
(1)34	Peoria, Ill.....	Wm. Burns.....	207 Clark Ave....	Frances Roche.....	216 N. Jefferson Av.	Bldg. Trds. Coun...	2d & 4th Thurs.
(1)35	Hartford, Conn....	Walt G. Cramer....	104 Asylum St....	Chas. H. Hall.....	104 Asylum St....	104 Asylum St....	Every Friday.
(m)36	Sacramento, Cal..	E. J. Berrigan.....	Box 38 Labor Temple.	J. Noonan.....	1120 20th St....	Labor Temple.....	Every Thurs.
(1)37	New Britain, Conn.	Louis Allen.....	Box 495.....	Thos. F. Stanton...	61 Garden St....	Eagles' Hall.....	2d & 4th Thurs.
(w)38	Cleveland, Ohio...	E. J. Cavan.....	2182 E. 9th St....	L. J. Bilger.....	2182 E. 9th St....	2182 E. 9th St....	Every Tues.
(1)39	Cleveland, Ohio...	Jos. Lynch.....	Browning Bldg. 1708 Willey Ave...	H. J. Sutherland...	2182 E. 9th St....	2182 E. 9th St., 3d Floor.	Every Thurs.
(1)41	Buffalo, N. Y.....	Wm. E. Mary.....	180 Grape St.....	G. C. King.....	460 Olympic Av....	270 Broadway.....	Tuesday.
(1)42	Utica, N. Y.....	R. Brigham.....	1225 Miller St....	W. T. Gardiner....	1025 Mohawk St...	Labor Temple.....	1st & 3d Friday.
(1)43	Syracuse, N. Y....	Dan Welch.....	Box 416.....	J. B. Young.....	Box 331.....	149 James St....	Friday.
(1)44	Rochester, N. Y...	F. Miller.....	1192 E. Main St....	W. Buckmaster....	307 Federal St....	Fraternal Bldg....	2d & 4th Tues.
(1)45	Buffalo, N. Y.....	John Allison.....	85 Central Ave....	F. H. Lamme.....	183 Riverside Ave..	48 W. Eagle St....	2d & 4th Thurs.
(1)46	Seattle, Wash.....	R. C. Abbott.....	317 Labor Temple..	A. G. Heller.....	Rm. 317 Lab. Temp.	Labor Temple.....	Thursday.
(m)47	Sioux City, Ia.....	O. D. Wyant.....	420 Stone Pk. Blvd.	G. A. Parks.....	Box 102.....	Labor Temple.....	1st & 3d Tues.
(1)48	Portland, Ore.....	Frank Green.....	319 Lumber Ex. Bldg.	J. D. M. Crockwell	319 Lumber Ex. Bldg.	Carpenter's Hall...	Wednesday.
(1)51	Peoria, Ill.....	Albert Sims.....	611 7th St.....	Fred V. Klooz.....	316 Pope St.....	Franklin- & Jefferson	1st & 3d Tues.
(1)52	Newark, N. J.....	Albert Bell.....	3 W. Park St.....	Edw. A. Schroeder.	262 Washington St.	262 Washington St.	Every Tues.
(m)53	Kansas City, Mo..	Oscar C. Hull.....	2106 E. 42nd St...	Jos. Cloughley....	923 Orville Ave....	Labor Temple.....	Tuesday.
(1)54	Columbus, O.....	W. L. Davis.....	36 N. Front St....	C. L. Williams.....	86 W. N. Broadway	21½ N. Front St...	2d & 4th Tues.
(1)55	Des Moines, Ia....	G. Cook.....	3300 2nd St.....	Ike Johnson.....	1502 Walker St....	Labor Temple.....	Friday.
(1)56	Erie, Pa.....	N. Aurand.....	1605 Sassafras St.	E. N. Fails.....	1109 E. 30th St...	17th and State...	2d & 4th Wed.
(m)57	Salt Lake City, U.	C. Cannon.....	1426 S. 15E.....	A. F. Lockett.....	626 W. 1st St. So.	Labor Temple.....	Every Thurs.
(1)58	Detroit, Mich.....	W. W. Borsch.....	55 Adelaide St....	F. K. Harris.....	55 Adelaide St....	333 Cass Ave.....	Tuesday.

WORKERS AND OPERATORS

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U. S.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(w)59	Dallas, Tex.	Clyde Hoobler.	3 Labor Temple.	L. B. Irvin.	Rm. 8 Lab. Temp.	Labor Temple.	Every Mon.
(i)60	San Antonio, Tex.	Max Niedorf.	407 Indiana St.	Wm. Canze.	R. D. 43 F.	Trade Council Hall.	Every Wed.
(i)62	Youngstown, O.	E. Hughes.	150 E. Marion Ave.	W. J. Fitch.	133 Benita Ave.	223 W. Federal St.	1st & 3d Thurs.
(m)63	Warren, Pa.	F. M. Scheaffer.	207 Jackson Ave.	A. A. Keller.	116 Main Ave.	S. B. of A. Hall.	2d & 4th Thurs.
(w)64	Youngstown, O.	Bert Walsh.	Box 195.	Leo Witt.	P. O. Box 195.	Resh Hall.	Tuesday.
(i)65	Butte, Mont.	N. Marick.	Box 846.	W. C. Medhurst.	Box 846.	I. O. O. M. Hall.	Every Friday.
(m)66	Houston, Tex.	E. C. McQuillian.	4816 Caroline St.	J. P. Willson.	Box 454.	Labor Temple.	Every Wed. 8 p. m.
(m)67	Quincy, Ill.	Warren Hartzle.	501 Adams St.	B. J. Flotkoetter.	727 N. 16th St.	Quincy Lbr. T'mple	2d & 4th Mon.
(i)68	Denver, Colo.	Jack Flattery.	4701 W. Hayward Pl.	F. J. Kelly.	3301 Tennyson St.	412 Club Bldg.	Every Mon.
(i)69	Dallas, Tex.	J. L. Walker.	P. O. Box 827.	T. D. Betts.	P. O. Box 827.	Labor Temple.	Every Mon.
(i)71	Columbus, O.	John McGehan.	Box 1082.	R. W. Michael.	Box 1082.	34½ E. Rich St.	Every Mon.
(i)72	Waco, Tex.	T. S. Cox.	Box 814.	Claude Doyle.	P. O. Box 814.	Labor Hall.	2d & 4th Mon.
(i)73	Spokane, Wash.	R. J. Franks.	Box 635.	W. A. Grow.	Box 635.	Carpenters' Hall.	2d & 4th Fri.
(rr)74	Danville, Ill.	Leslie Cunningham.	722 Bryan Ave.	E. F. Truby.	927 N. Franklin St.	Trds. Council Hall.	2d & 4th Wed.
(i)75	Gr'd Rapids, Mich.	Frank Harrison.	742 Woodworth St. S. E.	Chas. Brown.	24 Mt. Vernon, N. W.	Trds. & Labor Hall.	Friday.
(i)76	Tacoma, Wash.	Geo. Sanderson.	Box 1261.	Roy Hunt.	210 St. Helen Av.	Bldg. Trades Hall.	1st & 3d Tues.
(cs)78	Cleveland, O.	W. R. Lennox.	2182 E. 9th St.	Leo A. Connors.	14016 Castalia Ave. N. E.	2182 E. 9th St.	Monday.
(i)79	Syracuse, N. Y.	J. E. Dibble.	319 Craddock St.	Robt. Taylor.	1121 3rd St. No.	Myers Hall.	Friday.
(m)80	Norfolk, Va.	Geo. Roberts.	52d St. & Myers Av.	T. J. Gates.	846 41st St.	I. O. O. F. Hall.	Wednesday.
(m)81	Scranton, Pa.	M. J. Meehan.	121 N. Sherman Ave.	Wm. Dailey.	822 Prospect Ave.	225 Wash. Ave.	1st & 3d Thurs.
(i)82	Dayton, O.	J. W. Howell.	122 Stillwater Ave.	Robt. Brown.	209 E. Pease Ave.	Labor Temple.	Every Mon.
(i)83	Los Angeles, Cal.	C. J. Geisbush.	540 Maple Ave.	Geo. W. Nelson.	340 Maple Ave.	Labor Temple.	Every Wed.
(m)84	Atlanta, Ga.	J. L. Carver.	Box 669.	S. C. Mann.	Box 669.	112 Trinity Ave.	Every Thurs.
(s)85	Schenectady, N. Y.	Fred E. Schuldt.	405 Pleasant St.	C. V. Platto.	32 Front St.	246 State St.	8d Friday.
(w)86	Newark, N. Y.	J. Downs.	43 Dove St.	A. L. Knauf.	34 Wilmingt'n St.	Musicians' Hall.	Ev. other Wed.
(cs)87	Rockster, Ohio.	Fred D. Haynes.	45 N. Arch St.	J. L. Levensperger.	237 N. 11th St.	Engineers Hall. E. Church St.	2d & 4th Tues.
(m)88	Chillicothe, O.	Cliff Mortimer.	443 Western Ave.	C. B. Maddox.	98 Maple.	Trds. & Lab. Hall.	2d & 4th Tues.
(m)89	Crawf'dsville, Ind.			W. V. Symmes.	Box 82.	Rm. 13. K. of P. Bldg., Market & Washington.	1st & 3d Thurs.
(i)90	New Haven, Conn.	Wm. Dedrick.	96 Church St.	H. Wyatt.	170 Orange Ave., West Haven.	215 Meadows St.	1st & 3d Tues.
(m)93	E. Liverpool, O.	Arthur Czech.	336 W. Church Alley.	C. D. Lentz.	301 Washington St.	Fowler Bldg.	1st & 3d Fri.
(m)94	Kewanee, Ill.	L. J. Metcalf.	500 5th Ave.	O. G. Smith.	352 Pine St.	Taylor Hall.	2d & 4th Fri.
(m)95	Joplin, Mo.	N. Graham.	713 Moffett Ave.	W. E. Hough.	2222 Connor Ave.	Labor Temple.	1st & 3d Fri.
(m)96	Worcester, Mass.	C. McKinstry.	1001 Main St.	Jas. Rice.	914 Hamilton St.	Labor Temple.	1st & 3d Mon.
(i)97	Waco, Tex.	L. O. Niles.	Box 1128.	J. Caldwell.	Box 1128.	102½ S. 4th St.	1st & 3d Fri.
(i)98	Philadelphia, Pa.	J. S. Meade.	1807 Spring Garden St.	W. S. Godshall.	1807 Spring Garden St.	1807 Spring Garden St.	Every Tues.
(i)99	Providence, R. I.			Jas. B. Kennedy.	116 Orange St.	72 Weybosset.	Every Mon.
(i)100	Fresno, Cal.	O. D. Fincher.	1917 Toulumme.	C. R. Russell.	217 Thesta St.	1917 Toulumme.	1st & 3d Tues.
(i)101	Cincinnati, O.	Ben Lloyd.	86 W. McMillan St.	W. W. King.	3404 Bishop St.	1313 Vine St.	Wednesday.
(i)102	Paterscn, N. J.	Robt. Sigler.	401 Ellison St.	C. Campbell.	Box 41.	359 VanHouten St.	Every Thurs.
(i)103	Boston, Mass.	Frank R. Sheehan.	30 Fapon St. East Boston.	J. T. Fennell.	987 Washington St.	987 Washington St.	Every Wed.
(m)104	Boston, Mass.	H. W. Shivers.	10 Ashland St. Malden, Mass.	J. S. Mahoney.	18 Woodbridge St. Cambridge, Mass.	Paine Men Bldg.	Thursday.
(m)105	Hamilton, Ont., O.	E. Osier.	98 Catherine St. So.	S. Mitchell.	75 Alberta Ave.	Orange Hall.	Friday.
(m)106	Jamestown, N. Y.	J. F. Aseltine.	97 Buffalo St.	F. J. Kruger.	569 Spring St.	8 W. 3rd St.	Alternate Mon.
(m)107	Gr'd Rapids, Mich.	Ellis Cribbs.	Y. M. C. A.	F. J. English.	853 Dayton St.	Tr. & Labor Hall.	Every Tues.
(m)108	Tampa, Fla.	J. B. Ellis.	Box 662.	R. Brack.	Box 662.	Rosa & Nebr. Ave.	Friday.
(i)109	Rock Island, Ill.	E. N. Rizner.	2126 5th Ave. Moline, Ill.	A. Asplund.	807 29th St.	21st & 3rd Ave.	4th Monday.
(i)110	St. Paul, Minn.	L. P. Kelly.	210-11 Dakota Bldg.	R. W. Holmes.	210-11 Dakota Bldg.	75 W. 7th St.	1sa & 3d Mon.
(i)111	Denver, Colo.	Chas. Groves.	2821 Vallejo.	B. E. Sutton.	811 So. Corona.	1737 Champa.	Every Thurs.
(i)112	Louisville, Ky.	John Chope.	1315 Winter Ave.	Thos. Shoulders.	1301 S. 28th St.	Carl Marx Hall.	Monday.
(m)113	Colo Spgs., Colo.	E. E. Norman.	720 So. Le Jon.	F. C. Burford.	514 S. Weber.	Rm. 11, Woolworth Bldg.	Every Friday.
(m)114	Fort Dodge, Ia.	W. Sanford.	716 6th Ave. No.	E. M. Gulden.	1 No. 18th St.	Labor Temple.	1st & 3d Tues.
(i)116	Wt. Worth, Tex.	Chas. Shyro.	1101 Houston St.	J. J. Farrell.	Box 1243.	Musicians Club.	Every Tues.
(m)117	Elcin, Ill.	J. Costello.	723 Cedar Ave.	R. W. Pinkerton.	Box 135.	Woodman Hall.	1st & 3d Wed.
(m)119	Temple, Tex.	A. C. Hormuth.	Temple Elec. Co.	H. S. Newland.	506 S. 11th.	Over Busy Bee.	Sun. morn.
(m)120	London, Ont., C.	C. Burthwick.	643 Lorne Ave.	J. A. Woodley.	377 Rattle St.	Richmond St.	2d & 4th Thurs.
(m)121	Augusta, Ga.	J. T. Woodward.	2238 Central Av.	F. A. Schueler.	323 Walker St.	Labor Hall.	1st & 3d Tues.
(m)122	Great Falls, Mont.	Earl Buker.	Box 385.	D. Goggans.	Box 385.	Lyceum Hall.	Every Tues.
(m)123	Wilmingt'n, N. C.	M. J. Crumpleer.	312 S. 4th St.	J. W. Chadwick.	918 S. 5th St.	I. O. O. F. Hall.	Friday.
(i)124	Kansas City, Mo.	H. Taylor.	1933 Prospect Av.	G. W. Slade.	2923 Walnut St.	Labor Temple.	Every Tues.
(rr)125	Portland, Oreg.	M. DeCarr.	Box 644.	W. E. Bates.	Box 644.	E. Pine & Grandav.	Every Friday.
(rr)126	Manchester, N. Y.	Arthur Penny.	75 State St.	Howard Sprague.	16 Howard St.	Bairds Hall.	2d & 4th Fri.
(m)127	Kenosha, Wis.	Ray Thornton.	477 Edward St.	Thos. O'Connor.	1055 Pickwick.	Union Hall.	2d & 4th Wed.
(m)129	Elyria, O.	Gaylord Tucker.	14 Oberlin Rd.	L. J. Farmer.	111 Highland Ct.	Painters Hall.	2d & 4th Thurs.
(i)130	New Orleans, La.	D. J. Byrne.	715 Union St.	H. M. Muller.	822 Union St.	822 Union St.	Friday.
(m)131	Kalamazoo, Mich.	O. Brown.	201 N. West St.	W. G. Pountain.	1846 S. Burdick St.	Metal Tr. Hall.	Monday.
(m)132	Clifton, Ariz.	G. E. Dichtenmiller.		S. A. Beck.	Box 364.	Town Hall.	1st Tues.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y	Address.	Meeting Place.	Meeting Date.
(i)133	Middletown, N. Y.	Geo. Gibbs	43 Houston Ave.	T. E. Hodge	12 Watkins Ave.	Gauthier Bldg.	1st Thurs.
(i)134	Chicago, Ill.	Robert Brooks	5425 S. May St.	Syl. Williams	1507 Ogden Ave.	Union Pk. Temple	Every Thurs.
(m)135	La Crosse, Wis.	M. C. Dokken	430 Liberty St.	Ineo. Strauss	326 N. 9th St.	427 Jay St.	1st & 3d Tues.
(m)136	Birmingham, Ala.	W. R. Lee	Box 205	C. M. Baker	Box 205	United Temple	Tuesday.
(m)137	Albany, N. Y.	Roy Zealman	245 Livingston Ave.	John O'Neil	105 Myrtle Ave.	130 Madison Ave.	3d Tues.
(m)138	Elmira, N. Y.	Jerry Sheeha	370 Clinton W.	Chas. Campbell	419 W. Gray St.	200 W. Water St.	2d & 4th Wed.
(i)139	Schenectady, N. Y.	H. A. Boink	620 Smith St.	Chas. Dickson	R. F. D. No. 7	246 State St.	1st & 3d Wed.
(i)140	Wheeling, W. Va.	J. Yost	141 20th St.	E. Hagen	648 Market St.	Odd Fellows Hall	2d & 4th Fri.
(i)141	Boston, Mass.	John Hession	Wells Mem. Bldg.	Wm. Glacken	Wells Mem. Bldg.	987 Washington St.	Friday.
(i)142			987 Wash. St.		987 Washington St.		
(j)143	Harrisburg, Pa.	H. J. Hunter	134 Indiana St.	Ira Davis	1272 State St.	221 Market St.	2d & 4th Mon.
(i)146	Decatur, Ill.	Geo. Kossieck	Box 431	Chas. J. Winter	Box 431	Stein Hall	2d & 4th Fri.
(to)147	Chicago, Ill.	Mack L. H. Larsen	175 W. Wash. St.	Jas. McAndrews	175 W. Wash. St.	412 Masonic Te'ple	1st & 3d Tues.
(rr)148	Washington, D. C.	E. H. Pickel	406 1st St. S. E.	John Manahan	915 Columbia Rd., N. W.	Moose Hall	2d & 4th Fri.
(i)149	Aurora, Ill.	Morris Wright	136 Forlan Ave.	E. E. Green	618 Benton St.	77 Fox St.	2d & 4th Wed.
(i)150	Waukegan, Ill.	F. Wilcox	19 Deerpath Ave.	W. F. Vetter	401 McDaniels Ave.	218 Wash. St.	1st & 3d Wed.
(i)151	San Francisco, Cal.	J. Hansen	24 Ramael St.	H. S. Walker	1235 12th Ave.	Carpenter's Hall	Every Thurs.
(rr)152	Deer Lodge, Mont.	J. V. Steinberger	Box 522	John Ward	Box 715	I. O. O. F. Hall	Friday.
(i)153	South Bend, Ind.	Roy Shoemaker	Box 134	Harry Austin	Box 134	315 S. Mich.	Thursday
(i)154	Davenport, Ia.	Wm. Thompson	621 E. 12th St.	R. C. Hemphill	1012 Perry St.	5th & Brady Sts.	2d & 4th Wed.
(i)155	Oklahoma City, Okla.	R. R. Million	24 W. 8th St.	O. A. Waller	1841 W. 11th St.	Carpenter's Hall	Tuesday.
(i)156	Ft. Worth, Texas.	J. C. Estill	Box 251	Chas. Funkhouser	Box 251	Musicians' Hall	Wednesday.
(m)157	DuQuoin, Ill.	Jno. Davison		Lester B. Howell	E. Main St.	E. Main St.	1st & 3d Mon.
(m)158	Green Bay, Wis.	A. Verheyden	706 S. Jefferson	Jas. Gerhard	1268 Crooks St.	213 N. Wash.	2d & 4th Tues.
(m)159	Madison, Wis.	H. A. Fielman	1243 Jenifer St.	Elliott Barron	326 W. Willson	27 N. Pickney St.	2d & 4th Thurs.
(m)161	Greenfield, Mass.	Jos. Swatora	79 3rd St.	W. D. Clark	41 Russell St.	Com. Wealth Hall	1st Thursday.
(rr)162	Kansas City, Mo.	L. B. White	2510 Holmes St.	F. S. Eldred	Box 69, Gateway Station	813 Walnut St.	2d & 4th Mon.
(m)163	Wilkes-Barre, Pa.	Harold V. Deubler	105 Cary Ave.	BriceMcMillan	88 S. Bennett St.	24 Simon Long bldg	Every Thurs.
(i)164	Jersey City, N. J.	Frank X. Belanger	1039 Summit Ave.	Marxwell Publitz	Kingston, P. O. Doranecton, Pa.	583 Summit Ave.	Friday.
(c)165	Superior, Wis.	Wm. Tuttle	1405 Cummings Av.	Jos. Hennessy	1446 Smith Ave.	Moose Hall	1st & 3d Tues.
(i)166	Lincoln, Nebr.	B. L. Rigger	Labor Temple	J. P. Evans	Labor Temple	Labor Temple	1st & 3d Tues.
(i)169	Fresno, Calif.	Walter Egli	1007 S. 9th St.	W. M. Friend	2986 Illinois Ave.	1917 Tuolumne	2d & 4th Tues.
(rr)171	Watertown, N. Y.	M. Van Alstyne	529 Cross	R. P. Wiley	333 Logan Ave.	800 Rothstock bldg.	2d & 4th Wed.
(m)172	Newark, Ohio	Chester Whinnery	24 Shields St.	S. C. Alsford	115 Ash St.	3 1/2 N. 3d St.	1st & 3d Thurs.
(m)173	Ottumwa, Ia.	C. E. Nichols	Box 158	L. C. Stiles	Box 158	Labor Hall	1st & 3d Tues.
(m)175	Chattanooga, Tenn.	J. O. Fournier	514 Lansing St.	C. K. Gennoe	2499 Union Ave.	Cent. Labor Hall	Every Tuesday.
(i)176	Joliet, Ill.	R. V. Allen	S. Ottawa St.	R. G. Worley	104 Cogwin Ave.	Labor Hall	2d & 4th Thurs.
(m)177	Jacksonville, Fla.	A. V. Allison	15 E. Church St.	E. C. Valentine	621 Main St.	Labor Temple	Wednesday.
(i)178	Canton, Ohio	J. Swarts	1116 Auburn Pl., N. W.	Jas. Strow	1725 14th St. S. W.	Moose Hall	1st & 3d Mon.
(i)179	Norristown, Pa.	E. L. Whitman	704 Stambbridge St.	Jas. Decker	Astor St.	Norristown Trust Bldg.	1st & 3d Tues.
(m)180	Vallejo, Cal.	J. F. Lyman	Box 251	G. Stanley Pearce	1017 Louisiana St.	Labor Temple	Every Wed.
(i)181	Utica, N. Y.	E. J. Crave	512 Square St.	W. R. Gardiner	708 Varick St.	Labor Temple	2d & 4th Fri.
(bo)182	Chicago, Ill.	A. J. Cullen	2816 Hillock Ave.	Geo. McLaughlin	4129 N. Hermitage Ave.	19 W. Adams St.	2d & 4th Fri.
(i)183	Lexington, Ky.	E. H. Umstead	266 College View Avenue.	L. D. Kitchen	373 Spring St.	Central Labor Hall	1st & 2d Mon.
(m)184	Galesburg, Ill.	Wm. Mills	351 W. North St.	M. E. Howe	460 W. South St.	Labor Temple	2d & 4th Mon.
(m)185	Helena, Mont.			W. S. McCann	Box 267	Fraternal Hall	1st & 3d Tues.
(e)186	Gary, Ind.	Frank Lawrence	Box 32	W. M. Tucker	429 Harrison St.	K. of P. Hall	1st & 3d Fri.
(m)187	Oshkosh, Wis.	S. Robertson	70 Evans St.	Patk Joy	41 Oakland Ave.	Labor Hall	1st & 3d Tues.
(i)188	Charleston, S. C.	T. A. Corby	681 King St.	W. F. Schulken	20 Line St.	Labor Temple	1st & 3d Fri.
(m)191	Everett, Wash.	O. Almvg	Labor Temple	J. M. Gibbs	3119 Oakes Ave.	Labor Temple	Every Monday.
(i)192	Pawtucket, R. I.	Jas. Trainor	51 Downes Ave.	Andrew Thompson	38 South St.	21 N. Main St.	1st & 3d Tues.
(i)193	Springfield, Ill.	C. E. Golden	605 W. Calhoun Av.	W. H. Sammons	1018 W. Edwards St	Painters Hall	2d & 4th Wed.
(i)194	Shreveport, La.	L. T. Rogers	Box 740	H. C. Rogers	Box 740	Majestic Bldg.	Mon. night.
(bo)195	Milwaukee, Wis.	Jos. B. Vett	479 14th Ave.	Louis Brandes	405 Albion St.	300 4th St.	2d Wed. 8 p. m.
(i)196	Rockford, Ill.	S. Sassali	787 N. 1st St.	Henry Fortune	916 Elm St.	Cent. Labor Hall	Every Friday.
(i)197	Bloomington, Ill.	Maurice Kalohar	1521 S. Main St.	L. E. Reed	620 S. Clinton	208 W. Front St.	2d & 4th Wed.
(m)199	Oskaloosa, Iowa	Frank Jameson	109 F. Ave. W.	J. H. Jamison	109 F. Ave. W.	Cor. Market & 1st Ave.	Mondays.
(rr)200	Anaconda, Mont.	E. A. Mayer	Box 483	J. W. Flynn	Box 483	I. O. O. F. Hall	Every Friday.
(m)201	Connersville, Ind.	Clyde Webster	219 E. 2d St.	Leo Howard	228 E. 4th St.	Elec. Wks. Hall	1st & 3d Tues.
(c)202	Boston, Mass.	Wm. C. Crane	57 Mt. Vernon St.	John T. Danehy	46 Adams St., Dorchester, Mass.	Ancient Landmark Hall	1st & 3d Wed.
(i)204	Springfield, Ohio	Melvin Bell	916 W. Mulberry St.	C. P. Baughman	525 W. Columbia St.	Labor Temple	Tuesday.
(rr)205	Omaha, Nebr.	O. Bond	2021 Locust St.	Ed. Newcomer	1713 Chicago St.	Swedish Aud.	1st & 3d Sat.
(m)206	Jackson, Mich.	J. W. Hinton	104 Gibson Pl.	E. Wideman	537 S. Park	Labor Hall	2d & 4th Thurs.
(i)207	Stockton, Cal.	R. Graser	1075 N. East St.	Frank Kinne	Box 141	Labor Temple	1st & 3d Fri.
(m)209	Logansport, Ind.	P. C. Lamborn	605 Wheatland Ave.	H. Whipple	821 W. Melbourne Ave.	Trades Assem. Hall	1st & 3d Fri.

A. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(1)210	Atlantic City, N. J.	Chas. Swapp.....	Clayton Cottage... N. Carolina Ave....	D. C. Bach.....	Apt. 12, Majestic Apts., St. James Place.	1620 Atlantic Ave..	Tuesdays.
(1)211	Atlantic City, N. J.	Wm. Brown.....	1620 Atlantic Ave..	J. P. Scott.....	1020 Arctic Ave....	1620 Atlantic Ave..	Mondays.
(1)212	Cincinnati, O.	W. B. Slater.....	2540 Liddell St....	Arthur Liebenrood..	14 Glencoe Pl....	12th & Walnut....	1st & 3d Wed.
(m)213	Vancouver, B. C.	J. E. Dubberley...	1812 Broadway W.	E. H. Morrison.....	148 Cordova St. W.		Monday.
(rr)214	Chicago, Ill.	J. A. Wright.....	3251 W. Madison...	J. A. Cruise.....	842 N. Troy St....	4142 Lake St....	1st & 3d Fri.
(1)215	Poughkeepsie, N. Y.	Clarence Fay.....	16 Lagrange Ave., Arlington, N. Y.	Chas. Smith.....	74 Delafield St....	Bricklayer's Hall..	2d & 4th Mon.
(rr)217	Trenton, N. J.	J. J. Hines.....	24 Southard St....	L. Lewallen.....	134 Lynwood Ave..	Broad and Front...	1st & 3d Fri.
(m)218	Sharon, Pa.	A. Billig.....	R. R. 57, Box 204..	Geo. Keatley.....	475 Harrison St....	Carpenters' Hall...	2d & 4th Fri.
(m)219	Ottawa, Ill.	J. W. Mercer.....	117 Center St....	Gus Krause.....	402 E. Glover St..	Union Hall.....	1st & 3d Thurs
(1)220	Akron, O.	Jos. M. Shepherd...	5 E. Buchtel Ave..	S. P. Morgan.....	5 E. Buchtel Ave..	5 E. Buchtel Ave..	Every Mon.
(1)221	Beaumont, Tex.	F. J. McComb.....	Box 342.....	F. H. Lindsey.....	Box 524.....	Moore Hall.....	2d & 4th Wed.
(m)222	Medicine Hat, Alta., Can.	F. J. McComb.....	Box 342.....	F. J. McComb.....	Box 342.....	Labor Hall.....	2d Wed.
(1)223	Brocton, Mass.	R. L. Windsor.....	192 Warren Ave....	A. B. Spencer.....	Crescent St., West. Bridgewater, Mass.	Rm. 26, 126 Main...	Every Wed.
(1)224	New Bedford, Mass.	Wm. Hemmings...	710 Brock Ave....	J. H. Griffin.....	Box 14, Oxford, Fairhaven, Mass.	Theatre Bldg.....	Mondays.
(m)225	Norwich, Conn.	Ed. Shannon.....	69 Boswell Ave....	H. H. Bernier.....	70 Norwich Ave....	Carpenters' Hall..	1st & 3d Mon. N. London, 3d Monday, Norwich.
(1)226	Topeka, Kas.	O. J. Maunsell.....	222 E. Euclid Ave..	J. L. Lewis.....	1715 Park Av.....	418 Kansas Ave....	1st & 3d Wed.
(m)227	Sapulpa, Okla.	Wm. Rogers.....	P. O. Box 981.....	L. R. Connaway....	Box 981.....	Labor Hall.....	1st & 3d Sun.
(m)228	York, Pa.	H. W. Deardorff...	933 W. College Ave.	Geo. Small.....	21 E. Princess St..	York Labor Temp..	1st & 3d Thurs
(m)229	Victoria, B. C.	F. Shapland.....	828 Broughton St..	W. Reid.....	2736 Asquith St...	I. O. O. F. Hall...	Every Mon.
(1)231	Sioux City, Ia.	S. J. Lanning.....	Box 557.....	C. R. Price.....	Box 557.....	5th & Nebraska....	1st & 3d Thurs
(m)232	Kaukauna, Wis.	Wm. Reardon.....	S. Kaukauna, Wis.	Nick Mertes.....	S. Koukauna.....	Corcoran Hall.....	1st & 3d Tues.
(1)233	Newark, N. J.	Geo. Lucas.....	618 S. 5th St....	H. W. Herriger.....	546 Springfield Av.	262 Wash. St....	Wednesday.
(m)234	Brainerd, Minn.	Arthur Nixon.....	173 Shores St....	E. L. Dahl.....	302 1st Ave.....	Tr'ds. & Labor Hall	1st Tuesday.
(1)235	Taunton, Mass.	John Seeger.....	1301 N. Everett St.	F. B. Campbell.....	123 Winthrop St..	I. O. O. F. Bldg...	2d & 4th Thurs.
(1)236	Streator, Ill.	A. C. Vair.....	Box 325, La Salle, N. Y.	Wm. Markowitz.....	306 Rush St....	Main St.....	1st & 3d Wed.
(1)237	Niagara Falls, N. Y.	A. D. Harrison.....	624 Haywood Rd. W.	O. A. Weber.....	723 Augustus Pl...	Oriole's Hall.....	2d & 4th Fri.
(1)238	Asheville, N. O.	A. D. Harrison.....	624 Haywood Rd. W.	E. B. Murdock.....	Box 24, W.....	Elks Club Bldg....	1st & last Mon.
(m)239	Williamsport, Pa.	L. I. Gottschall...	401 Park Ave.....	A. M. Schlick.....	22 W. Lincoln Av. S.	Labor Temple.....	Every Wed.
(m)240	Muscatine, Iowa.	Chas. C. Erdman...	123 W. Front St..	Max Oldenburg....	118 W. 8th St....	Labor Assem. Hall.	2d & 4th Thurs
(1)243	Savannah, Ga.	L. L. McWatty.....	127 Abercorn.....	G. T. Roberson.....	309 E. Gordon St..	DeKalb Hall.....	Friday.
(1)245	Toledo, Ohio.	Louis Schertinger..	326 Broadway.....	Oliver Myers.....	Labor Temple.....	Moose Temple.....	Friday.
(m)246	Steubenville, Ohio	H. Watt.....	212 N. 6th.....	E. A. Schaefer.....	Box 700.....	4th & Market.....	Monday.
(a)247-b	Schenectady, N. Y.	Herbert M. Merrill.	228 Liberty St....	Jas. Cameron.....	213 4th St., Scotia, N. Y.	Elec. Wkrs. Hall..	1st & 3d Thurs
(1)250	San Jose, Cal.	H. Shake.....	235 N. 9th St....	Wm. White.....	Box 577.....	Labor Temple.....	Every Friday.
(m)251	Pine Bluff, Ark.	T. White.....	1416 W. 5th St...	J. L. Boynton.....	1221 E. 2nd Ave..	Build. Trade Hall..	2d & 4th Tues.
(1)252	Ann Arbor, Mich.	R. Jones.....	1407 Broadway...	J. T. Haines.....	518 N. 5th Ave....	Labor Temple.....	2d & 4th Wed.
(m)254	Schenectady, N. Y.	M. T. Northup.....	6 Forest Rd.....	J. J. Callahan.....	720 Hattie St....	246 State St....	1st & 3d Mon.
(m)255	Ashland, Wis.	S. J. Talaska.....	2809 W. Sanborn Avenue.	C. F. Manley.....	706 W. Front St..	Eagles' Hall.....	2d Wed.
(1)256	Fitchburg, Mass.	Henry Frye.....	21 East St....	John Burns.....	50 Goodrich St...	C. L. U. Hall.....	1st & 3d Tues.
(1)258	Providence, R. I.	T. A. Toomey.....	116 Orange St...	W. O'Neill.....	36 Hancock St...	116 Orange St....	1st & 3d Fri.
(1)259	Salem, Mass.	P. J. Dean.....	54 Beaver St....	T. Hussey.....	Jersey St., Marblehead, Mass.	53 Washington St..	1st & 3d Mon.
(rr)260	Baltimore, Md.	O. Fillie.....	5108 Grove Ave., Govanstown.	Wm. Wilkerson.....	Halethorps, Md...	Cockeys Hall.....	1st & 3d Wed.
(1)261	Petersboro, Ont., C.	H. Jeffery.....	Albertus St., Clar- aday, P. O.	O. W. Saunders....	137 Romaine St...	Labor Hall.....	2d & 4th Wed.
(m)262	Plainfield, N. J.	Frank Pope.....	73 Grandview Ave..	Russell Hann.....	115 Johnston Av...	Bldg. Trades Hall.	2d & 4th Mon.
(1)263	Dubuque, Iowa.	H. F. Pfeffer.....	1313 Lincoln Ave..	Leo Gregory.....	577 W. Locust St..	Carpenters' Hall..	2d & 4th Thurs
(m)265	Lincoln Nebr.	R. H. Cruse.....	2314 Randolph St..	Oscar Schon.....	Labor Temple.....	Labor Temple.....	1st & 2d Thurs
(e)266	Sedalia, Mo.	Harry Inch.....	1301 S. Ohio St...	O. R. Carpenter....	710 E. 4th St....	Labor Temple.....	1st & 3d Fri.
(e)267	Schenectady, N. Y.	A. V. Gould.....	521 Chrysler Ave...	J. W. Cain.....	Route No. 6.....	246 State St....	1st & 3d Sat.
(m)268	Newport, R. I.	H. F. Buzby.....	98 Warner St....	F. C. Gurnett.....	70 Third St....	Music Hall.....	1st & 3d Fri.
(1)269	Trenton, N. J.	Rupert Jahn.....	121 Park Lane...	Jos. Powers.....	126 N. Willow St..	112 S. Broad.....	Tuesday.
(m)271	Wichita, Kan.	B. T. Wilson.....	Box 458.....	A. R. Hansen.....	Box 458.....	119 S. Lawrence Av.	Every Mon.
(m)272	Sherman, Tex.	Ray Miller.....	225 Maple Ave....	E. Crump.....	c/o Elect. Sup. Co.	Labor Hall.....	2d & 4th Tues.
(m)273	Clinton, Iowa.	Olaf Carlsen.....	142 N. Harris Ave..	E. N. Hicks.....	603 10th Ave....	Tri City Lab. Tem..	1st & 3d Thurs.
(rr)274	Columbus, O.	R. R. Smith.....	72 Octavius St...	Robt. Marshall.....	2433 Summit St...	199 1/2 S. High St.	1st & 3d Wed.
(1)275	Muskegon, Mich.	W. E. Gerst.....	2d Floor.	H. Dammigino.....	43 Jiroch St....	Labor Temple.....	1st & 3d Thurs.
(m)276	Superior, Wis.	H. E. Tilton.....	1920 Tower Ave...	C. O. Boswell.....	2421 John Ave....	Labor Hall.....	1st & 3d Tues.
(1)277	Wheeling, W. Va.	H. Duckworth.....	Bridgeport, Ohio..	H. Vermillion.....	1025 Chaplin St...	1506 Market St...	Every Thurs.
(m)278	Paris, Texas.	Loren Read.....	322 Milton Ave....	Thos. G. Martin....	Box 496.....	106 Grand.....	1st Monday.
(m)281	Anderson, Ind.	John McGeever....	5415 S. May St...	Orville Garrett....	2645 Main.....	Labor Temple.....	Tues.
(m)282	Chicago, Ill.	R. E. Swain.....	Labor Temple.....	Robt. Ryan.....	5746 S. Peoria St.	5445 S. Ashland Av.	1st & 3d Fri.
(o)283	Oakland, Cal.			Geo. Wagner.....	1110 Ranleigh Way. Piedmont, Cal.	Labor Temple.....	Wednesday.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(m)285	Peru, Ind.....	Riley Quince.....	423 W. 2nd St.....	Fred Barth.....	103 E. River.....	Labor Trds. Hall.....	2d & 4th Mon.
(m)286	New Albany, Ind.....	Fred Hartel.....	Glenwood Pl.....	Alf. Seigle.....	R. R. No. 2..... Jeffersonville, Ind.	Pearl & Market.....	2d & 4th Tues.
(rr)287	Ogden, Utah.....	Ed. Smith.....	2647 Monroe Ave.....			Eagles Hall.....	1st Wed.
(m)288	Waterloo, Iowa.....	H. A. Mayer.....	141 Summit Ave.....	W. H. Webb.....	314 Oak Ave.....	Eagles Hall.....	Every Thurs.
(m)290	Bartlesville, Okla..	W. H. Province.....	504 Quapiao Av.....	W. H. Province.....	910 Shawnee Ave...	Elec. Wks. Office..	Monday.
(m)291	Boise, Idaho.....	R. F. Murphy.....	Box 525.....	R. F. Murphy.....	Box 525.....	Labor Temple.....	1st & 3d Thurs.
(i)292	Minneapolis, Minn..	Pete Tangent.....	225 S. 5th St.....	G. W. Alexander.....	225 S. 5th St.....	Labor Temple.....	2d & 4th Mon.
(i)293	Springfield, Mass...	E. Swaine.....	43 Lathrop St..... W. Spgfd, Mass.	C. W. Haggins.....	249 Tyler St.....	Cent. Labor Hall...	Last Wed.
294	Hibbing, Minn.....			L. H. Mahood.....	Gen. Del.....	Public Library.....	2d & 4th Fri.
(i)295	Little Rock, Ark.....	A. Wright.....	5 Arcade Bldg.....	J. C. Parr.....	1001 W. 15th St.....	Moose Hall.....	2d & 4th Tues...
(m)296	Berlin, N. H.....	John Hayward.....	119 Maunering St.....	Ora A. Keith.....	1659 Main St.....	K. of P. Hall.....	1st & 3d Mon.
(m)298	Michigan City, Ind.	Ben Pfefferle.....	212 Wash. St.....	Ed Timm.....	214 W. 11th St.....	429½ Franklin St...	2d & 4th Fri.
(m)299	Camden, N. J.....			A. G. Watkins.....	816 Grant St.....	Mozart Hall Broad- way and Wash.	Every Wed.
(i)300	Anburn, N. Y.....	J. M. Barrette.....	6 Lake Ave.....	A. Dickens.....	50 Aspen St.....	Mantel Hall.....	2d & 4th Fri.
(m)301	Texarkana, Tex.....			T. A. Collins.....	2209 Pecan St.....	Labor Temple.....	2d & 4th Fri.
(m)302	Martinez, Calif.....	G. H. Armstrong.....	Box 574.....	C. J. Campbell.....	707 Los Juntas.....	Moose Hall.....	Saturday.
(m)303	St. Catharines, Ont., Can.	I. T. Johnson.....	10 Alexandra St.....	Thos. Dealy.....	108 York St.....	Labor Temple.....	1st & 3d Wed.
(m)304	Greenville, Texas...	C. A. Duck.....	2813 Lee St.....	C. A. Duck.....	2813 Lee St.....	Municipal Shop...	1st & 3d Wed.
(i)305	St. Wayne, Ind.....	G. W. Long.....	410 E. Wash. Blvd..	M. Braun.....	1525 Taylor St.....	Federation Hall...	Every Mon.
(m)306	Annisston, Ala.....	Geo. Latta.....	226 Main St.....	D. M. Clarke.....	Box 362.....	Knox Bldg.....	Friday.
(m)307	Cumberland, Md.....	Roy Lilly.....	128 N. Center St...	H. H. Jacobs.....	Box 12.....	Bldg. Trds. Hall...	Thursday.
(m)308	St. Petersburg, Fla.	M. C. Driggers.....	Box 522.....	W. P. Smith.....	Box 522.....	Cent. Labor Hall...	Thursday.
(i)309	E. St. Louis, Ill.....	A. B. Touchette.....	808 N. 80th St.....	A. J. Frey.....	741 N. 27th St.....	Musicians' Hall...	Every Fri.
(m)310	Vancouver, B. C., Canada.	J. E. Davis.....	1016 16th Ave..... New West- minster, B. C.	W. E. Buntin.....	4325 Inverness St...	Labor Temple.....	Monday.
(rr)312	Salisbury, N. C.....	M. Mask.....	Spencer, N. C.....	A. T. Sweet.....	514 W. Council St...	Woodman Hall.....	1st & 3d Mon.
(m)313	Wilmington, Del.....	G. L. Brown.....	614 Pine St.....	W. J. Outten.....	3302 Wash. St.....	Labor Temple.....	Every Friday.
(m)314	Bellingham, Wash...	C. Olds.....	202 E. North St...	E. T. Reynolds.....	1919 King St.....	Labor Temple.....	2d & 4th Wed.
(m)316	Ogden, Utah.....	Geo. Ball.....	Box 44.....	F. W. Barrie.....	Box 44.....	Old Eagles Hall...	Every Tuesday.
(i)317	Huntington, W. Va.	E. Miller.....	1901 9th Ave.....	G. H. Lawes.....	240 8th Ave.....	Honrichs Hall.....	1st & 3d Wed.
(rr)318	Enoxville, Tenn...	B. R. Acuff.....	Fountain City, Tennessee.	E. H. Turner.....	305 Caldwell Ave...	709½ Gay St.....	4th Tues.
(m)320	Manitowac, Wis.....	O. L. Anderson.....	705 State St.....	Edw. Krainik.....	1210 Huron St.....	Union Hall.....	2d & 4th Mon.
(m)321	LaSalle, Ill.....	Edw. Blaine.....		Earl Gopen.....	555 Marquette St...	Post Hall.....	1st & 3d Fri.
(m)322	Casper, Wyo.....	R. E. Clark.....		A. T. Johnstone.....	700½ E. A St.....	Labor Temple.....	Tues.
(m)323	W. P. Beach, Fla.....	Joseph E. Bell.....	222 2d Ave.....	Stephen L. Harmon	135 Okeechabee Rd.	Bldg. Trds. Hall...	1st & 3d Fri.
(m)324	Binghamton, N. Y.	Jas. Hastings.....	35 Mitchell Ave...	A. D. Barnes.....	6 Beaver St.....	77 State St.....	2d & 4th Mon.
(m)326	Lawrence, Mass.....	Jos. Hutton.....	42 Forest St.....	E. A. McComiskey...	317 Lawrence St...	Spanish Amer. Hall	2d Friday.
(m)327	Pensacola, Fla.....	C. H. Parker.....	Box 1316.....	C. H. Parker.....	Box 1316.....	I. B. E. W. Hall...	1st & 3d Mon.
(m)328	Oswego, N. Y.....	E. C. Bough.....	144 W. Bridge.....	Frank W. Gallagher	79 E. 8th St.....	Lab. Hall, W. 1st St	1st & 3d Tues.
(m)329	Shreveport, La.....	C. A. Long.....	1601 Fair Pl.....	G. H. Billasch.....	Box 740.....	Majestic Bldg.....	1st & 3d Thurs
(m)330	Lawton, Okla.....	J. E. Sanders.....	209 A St.....	R. F. Hayter.....	609 Dearborn St...	Chamber of Com- merce Bldg.	Tuesday.
(i)332	San Jose, Calif.....	Carl Bascom.....	171 S. 2nd.....	Edw. A. Stock.....	528 So. 2nd St.....	Labor Temple.....	2d & 4th Wed.
(m)333	Portland, Me.....	N. A. Peterson.....	84 Union St..... Westbrook, Me.	M. E. Crossman.....	85 Market St..... Suite 33	Pythian Temple...	1st & 3d Fri.
(m)334	Pittsburg, Kan.....	C. A. Martin.....	Box 85.....	C. V. Wallar.....	609 E. 9th St.....	Labor Temple.....	Thursday.
(m)335	Springfield, Mo.....			C. W. Lamons.....	823 W. Division St.	Dingledine's Hall.	2d & 4th Tues.
(m)336	Manhattan, Kan.....	John Lund.....	1414 Fairchild Ave.	C. B. Custer.....	112 S. 17th St.....	Labor Temple.....	2d & 4th Mon.
(rr)337	Parsons, Kan.....	E. G. McGinnes.....	1910 Stevens Ave...	G. A. Fitchner.....	Box 532.....	216½ Main St.....	1st & 3d Wed.
(m)338	Dennison, Tex.....	Jerry Gleason.....	731 Woodward.....	Patk Fox.....	511 N. Burnett Ave.	W. O. W. Hall.....	2d & 4th Mon.
(m)339	Ft. Wm., Ont., C.....	Wm. Hualson.....	223 Noral St. S.....	C. Doughty.....	137 W. Francis St...	Trds. Labor Hall...	2d & 4th Tues.
(i)340	Sacramento, Cal.....	C. E. Turner.....	906b H St.....	F. R. Merwin.....	2435 Portola Way.	Labor Temple.....	Mondays.
(m)341	Livingston, Mont...	H. A. Bisbee.....	Box 491.....	E. Hansen.....	Box 491.....	Masonic Hall.....	1st & 3d Wed.
(m)343	Taft, Cal.....	L. R. Sisson.....	Box 573.....	Earl Lappin.....	Box 573.....	Cent. Lab. Union...	Every Wed.
(c)344	Prince Rupert, B. C., Canada.			S. Massey.....	Box 457.....	Carpenters' Hall...	2d Friday.
(m)345	Mobile, Ala.....	H. C. Weist.....	355 Washington Av.	C. H. Lindsey.....	Dauphin & Alex- andria Sts.	Labor Temple.....	1st & 3d Mon.
(i)346	Ft. Smith, Ark.....	John McNeil.....	508 N. 18th St.....	C. L. Cooper.....	611 S. 18th St.....	Labor Temple.....	1st & 3d Thurs
(i)347	Des Moines, Ia.....	Chas. Frohne.....	3701 S. W. 13th St.	G. Hobbs.....	Labor Temple.....	Labor Temple.....	Every Friday.
(m)348	Calgary, Alta., Can.	W. Schopp.....	926 5th Av. N. E...	A. J. Jorgenson.....	714 8th Ave., W...	Labor Hall.....	2d & 4th Wed.
(i)349	Miami, Fla.....	John Early.....		A. J. Taunton.....	Box 244, Route 1...	Carpenters' Hall...	Every Wed.
(m)350	Hannibal, Mo.....	M. E. Crum.....	2121 Hope Ave.....	Harry Baldwin.....	Route No. 1.....	Trds. Labor Hall...	1st Tues.
(i)352	Lansing, Mich.....	John A. Swan.....	1012 W. Main St...	Orlo Rector.....	502 N. Butler St...	227½ N. Wash. Av.	1st & 3d Fri.
(m)353	Toronto, Ont., C.....	J. Baraby.....	485 Shaw St.....	P. Ellsworth.....	122 Galt Ave.....	Labor Temple.....	2d & 4th Thurs.
(tw)354	Salt Lake City, N.	Geo. Haglund.....	Box 213.....	R. Gillette.....	Box 213.....	Labor Temple.....	Wednesday.

A. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Day
(m)356	Gr. Island, Nebr.	Stanley Landgren.	1323 Tazewell Ave.	H. Sutter.	504 W. 3rd St.	Labor Temple.	2d & 4th Wed.
(s)357	Roanoke, Va.	A. L. Anderson.	406 Laurie St.	G. B. Cromer.	Vinton, Va.	Labor Bldg.	2d & 4th Sat.
(m)358	Perth Amboy, N. J.	Geo. Grimm.	Box 446.	Victor Larsen.	441 Compton Ave.	Wash. Hall.	2d & 4th Thur.
(m)361	Tonopah, Nev.	R. Robb.	203 N. Winnebago St.	T. S. Peck.	Box 635.	Musician Hall.	2d & 4th Fri.
(i)364	Rockford, Ill.	C. E. Ingerson.	612 Belmont St.	Jas. Coughlin.	1107 Ashland Ave.	440 E. State St.	1st & 3d Thurs.
(m)367	Easton, Pa.	J. E. Hurlbert.	1315 W. Market St.	H. J. Stever.	143 Ferry St.	433 Northampton St.	1st & 3d Fri.
(i)368	Indianapolis, Ind.	J. F. Scanlan.	1407 Catalpa St.	Wallace Simmons.	239 N. Davidson.	Labor Temple.	Friday.
(i)369	Louisville, Ky.	H. M. Rowlett.	729 E. Madison St.	W. H. Blum.	1407 E. Madison St.	Moose Home.	Every Mon.
(m)371	Monessen, Pa.	Milo Higgins.	313 Linn St.	B. C. Enlow.	Bellevornon, Pa.	French Hall.	2d Tuesday.
(m)372	Boone, Iowa.	F. Benninger.	46 Scott St.	Geo. Smith.	611 W. 5th St.	716½ Keeler St.	Wednesday.
(m)373	Kitchener, Ont. Canada.	L. McCurdy.	78 Bangor St.	Jos. Mattell.	18 Dekay St.	Trades and Labor Hall.	2d & 4th Mon.
(m)374	Augusta, Me.	H. Ellis.	Box 234.	A. L. Tavernier.	17 Summer St.	271 Water St.	2d Thurs.
(m)375	Allentown, Pa.	F. Donoghue.	Box 7.	Howard Ellis.	Box 234.	605 Hamilton St.	Every Tues.
(m)376	Princeton, Ind.	E. Peck.	1412 9th St.	D. M. Stormont.	405 N. Main.	Modern Woodmen Hall.	1st Tuesday.
(m)377	Lynn, Mass.	Arthur Carver.	Alameda, Cal.	F. A. Williamson.	37 Beacon Hill Av.	Carpenter's Hall.	2d & 4th Tues.
(m)378	San Francisco, Cal.	Jas. McKintry.	Box 44.	L. Shallick.	3662 16th St.	166 Stuart St.	Every Wed.
(m)379	Copperhill, Tenn.	L. A. Smith.	210 N. Leamington Ave.	O. E. Mitchell.	Box 44.	165 N. LaSalle St.	2d & 4th Tues.
(f)381	Chicago, Ill.	Chas. Edwards.	1837 Assembly St.	Harry Clauss.	1648 Morse Ave.	165 N. LaSalle St.	2d & 4th Tues.
(m)382	Columbia, S. C.	H. H. Shell.	206 N. 8th.	R. H. Worrell.	1337 Assembly St.	1615 Main St.	Tuesday.
(m)383	Gillespie, Ill.	E. L. Hilliard.	901 E. Bowie St.	J. Kisel.	1311 Georgetown.	Miners Hall.	2d & 4th Mon.
(m)384	Muskogee, Okla.	E. Reynolds.	151 E. 127th St.	A. J. Thomas.	1811 Georgetown.	Equity Bldg.	Friday.
(rr)385	Marshall, Tex.	E. C. Dalrymple.	17 Garfield St.	E. B. Myers.	416 S. Sycamore St.	Labor Temple.	2d & 4th Mon.
(cr)386	New York, N. Y.	T. Walcot.	724 4th S. E.	F. E. Sparks.	Box 1004.	Fulles Cafe.	1st & 3d Wed.
(m)388	Palestine, Texas.	John Ryan.	59 Congress St.	J. O. Barnes.	231 D St. S. E.	Carpenters Hall.	1st & 3d Wed.
(m)389	Glenn Falls, N. Y.	H. J. McNally.	Box 1268.	I. S. Scott.	Young Bldg.	City Hall.	2d 4th Thurs.
(w)390	Pt. Arthur, Tex.	Geo. Greule.	233 Janet St.	H. McNally.	Box 1268.	112 Masonic Temp.	1st & 3d Wed.
(m)391	Admure, Okla.	A. L. Dismore.	480 E. 7th St.	Geo. Greule.	233 Janet St.	Mantel's Hall.	2d & 4th Wed.
(m)392	Troy, N. Y.	B. G. Tydeman.	Pedro Miguel.	Ernest Hampton.	30 Canal St.	Well's Memorial Hall.	1st & 3d Wed.
(r)393	Havre, Mont.	H. Howard.	442 Chair Ave.	H. Howard.	Medford, Mass.	187 Wash. Hall.	2d & 4th Tues.
(i)394	Auburn, N. Y.	W. S. Weaver.	129 Abbott Ave.	W. S. Weaver.	Pan.	B. G. Fed. of Labor Hall.	2d & 4th Mon.
(cs)396	Boston, Mass.	David Reilly.	212 N. Virginia.	David Reilly.	11 Lawrence St.	Union Hall.	1st & 3d Thurs.
(m)397	Balboa, C. Z., Pan.	Geo. I. James.	1215 Young St.	Geo. I. James.	515 N. 3rd St., E.	Red Men's Hall.	2d & 4th Mon.
(i)398	Lexington, Ky.	W. D. Peck.	515 S. Severs St.	W. D. Peck.	19 Central St.	Canal & Wash. St.	1st Tues. Night
(m)400	Asbury Park, N. J.	Harry Kinder.	1850 C. Ave., E.	Harry Kinder.	202 E. 8th St.	15 Valley St.	Quincy, Mass.
(rr)414	Decatur, Ill.	T. D. Phelps.	1850 C. Ave., E.	T. D. Phelps.	202 E. 8th St.	15 Valley St.	Quincy, Mass.
(m)415	Bozeman, Mont.	O. Hall.	501 W. 1st St.	O. Hall.	501 W. 1st St.	501 W. 1st St.	501 W. 1st St.
(m)416	Bozeman, Mont.	O. Hall.	501 W. 1st St.	O. Hall.	501 W. 1st St.	501 W. 1st St.	501 W. 1st St.
(m)417	Coffeyville, Kans.	O. Hall.	501 W. 1st St.	O. Hall.	501 W. 1st St.	501 W. 1st St.	501 W. 1st St.
(m)418	Pasadena, Calif.	J. A. Barbieri.	1450 Locust St.	J. A. Barbieri.	1450 Locust St.	1450 Locust St.	1450 Locust St.
(m)420	Keokuk, Ia.	E. H. Rockefeller.	1618 Carroll St.	E. H. Rockefeller.	1618 Carroll St.	1618 Carroll St.	1618 Carroll St.
(m)422	New Phila, Ohio.	R. S. Carrol.	W. High St. Ext.	R. S. Carrol.	W. High St. Ext.	W. High St. Ext.	W. High St. Ext.
(rr)423	Moberly, Mo.	Geo. Evans.	529 Barrow St.	Geo. Evans.	529 Barrow St.	529 Barrow St.	529 Barrow St.
(rr)424	Decatur, Ill.	Jas. Quinn.	2129 E. Prairie.	Jas. Quinn.	2129 E. Prairie.	2129 E. Prairie.	2129 E. Prairie.
(m)425	Olean, N. Y.	M. B. Lyman.	653 Kitt Ave.	M. B. Lyman.	653 Kitt Ave.	653 Kitt Ave.	653 Kitt Ave.
(m)426	Sioux Falls, S. D.	L. Keefer.	1200 E. 9th St.	L. Keefer.	1200 E. 9th St.	1200 E. 9th St.	1200 E. 9th St.
(i)427	Springfield, Ill.	F. H. Becker.	2712 Peoria Rd.	F. H. Becker.	2712 Peoria Rd.	2712 Peoria Rd.	2712 Peoria Rd.
(m)428	Bakersfield, Calif.	E. J. Sartley.	Box 238.	E. J. Sartley.	Box 238.	Box 238.	Box 238.
(m)429	Nashville, Tenn.	F. E. Wheeler.	75 Carroll St.	F. E. Wheeler.	75 Carroll St.	75 Carroll St.	75 Carroll St.
(i)430	Racine, Wis.	J. E. Raven.	513 S. 8th St.	J. E. Raven.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)431	Mason City, Ia.	Joe Holub.	513 S. 8th St.	Joe Holub.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)432	New Phila, Ohio.	R. S. Carrol.	W. High St. Ext.	R. S. Carrol.	W. High St. Ext.	W. High St. Ext.	W. High St. Ext.
(rr)423	Moberly, Mo.	Geo. Evans.	529 Barrow St.	Geo. Evans.	529 Barrow St.	529 Barrow St.	529 Barrow St.
(rr)424	Decatur, Ill.	Jas. Quinn.	2129 E. Prairie.	Jas. Quinn.	2129 E. Prairie.	2129 E. Prairie.	2129 E. Prairie.
(m)425	Olean, N. Y.	M. B. Lyman.	653 Kitt Ave.	M. B. Lyman.	653 Kitt Ave.	653 Kitt Ave.	653 Kitt Ave.
(m)426	Sioux Falls, S. D.	L. Keefer.	1200 E. 9th St.	L. Keefer.	1200 E. 9th St.	1200 E. 9th St.	1200 E. 9th St.
(i)427	Springfield, Ill.	F. H. Becker.	2712 Peoria Rd.	F. H. Becker.	2712 Peoria Rd.	2712 Peoria Rd.	2712 Peoria Rd.
(m)428	Bakersfield, Calif.	E. J. Sartley.	Box 238.	E. J. Sartley.	Box 238.	Box 238.	Box 238.
(m)429	Nashville, Tenn.	F. E. Wheeler.	75 Carroll St.	F. E. Wheeler.	75 Carroll St.	75 Carroll St.	75 Carroll St.
(i)430	Racine, Wis.	J. E. Raven.	513 S. 8th St.	J. E. Raven.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)431	Mason City, Ia.	Joe Holub.	513 S. 8th St.	Joe Holub.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)432	New Phila, Ohio.	R. S. Carrol.	W. High St. Ext.	R. S. Carrol.	W. High St. Ext.	W. High St. Ext.	W. High St. Ext.
(rr)423	Moberly, Mo.	Geo. Evans.	529 Barrow St.	Geo. Evans.	529 Barrow St.	529 Barrow St.	529 Barrow St.
(rr)424	Decatur, Ill.	Jas. Quinn.	2129 E. Prairie.	Jas. Quinn.	2129 E. Prairie.	2129 E. Prairie.	2129 E. Prairie.
(m)425	Olean, N. Y.	M. B. Lyman.	653 Kitt Ave.	M. B. Lyman.	653 Kitt Ave.	653 Kitt Ave.	653 Kitt Ave.
(m)426	Sioux Falls, S. D.	L. Keefer.	1200 E. 9th St.	L. Keefer.	1200 E. 9th St.	1200 E. 9th St.	1200 E. 9th St.
(i)427	Springfield, Ill.	F. H. Becker.	2712 Peoria Rd.	F. H. Becker.	2712 Peoria Rd.	2712 Peoria Rd.	2712 Peoria Rd.
(m)428	Bakersfield, Calif.	E. J. Sartley.	Box 238.	E. J. Sartley.	Box 238.	Box 238.	Box 238.
(m)429	Nashville, Tenn.	F. E. Wheeler.	75 Carroll St.	F. E. Wheeler.	75 Carroll St.	75 Carroll St.	75 Carroll St.
(i)430	Racine, Wis.	J. E. Raven.	513 S. 8th St.	J. E. Raven.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)431	Mason City, Ia.	Joe Holub.	513 S. 8th St.	Joe Holub.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)432	New Phila, Ohio.	R. S. Carrol.	W. High St. Ext.	R. S. Carrol.	W. High St. Ext.	W. High St. Ext.	W. High St. Ext.
(rr)423	Moberly, Mo.	Geo. Evans.	529 Barrow St.	Geo. Evans.	529 Barrow St.	529 Barrow St.	529 Barrow St.
(rr)424	Decatur, Ill.	Jas. Quinn.	2129 E. Prairie.	Jas. Quinn.	2129 E. Prairie.	2129 E. Prairie.	2129 E. Prairie.
(m)425	Olean, N. Y.	M. B. Lyman.	653 Kitt Ave.	M. B. Lyman.	653 Kitt Ave.	653 Kitt Ave.	653 Kitt Ave.
(m)426	Sioux Falls, S. D.	L. Keefer.	1200 E. 9th St.	L. Keefer.	1200 E. 9th St.	1200 E. 9th St.	1200 E. 9th St.
(i)427	Springfield, Ill.	F. H. Becker.	2712 Peoria Rd.	F. H. Becker.	2712 Peoria Rd.	2712 Peoria Rd.	2712 Peoria Rd.
(m)428	Bakersfield, Calif.	E. J. Sartley.	Box 238.	E. J. Sartley.	Box 238.	Box 238.	Box 238.
(m)429	Nashville, Tenn.	F. E. Wheeler.	75 Carroll St.	F. E. Wheeler.	75 Carroll St.	75 Carroll St.	75 Carroll St.
(i)430	Racine, Wis.	J. E. Raven.	513 S. 8th St.	J. E. Raven.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)431	Mason City, Ia.	Joe Holub.	513 S. 8th St.	Joe Holub.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)432	New Phila, Ohio.	R. S. Carrol.	W. High St. Ext.	R. S. Carrol.	W. High St. Ext.	W. High St. Ext.	W. High St. Ext.
(rr)423	Moberly, Mo.	Geo. Evans.	529 Barrow St.	Geo. Evans.	529 Barrow St.	529 Barrow St.	529 Barrow St.
(rr)424	Decatur, Ill.	Jas. Quinn.	2129 E. Prairie.	Jas. Quinn.	2129 E. Prairie.	2129 E. Prairie.	2129 E. Prairie.
(m)425	Olean, N. Y.	M. B. Lyman.	653 Kitt Ave.	M. B. Lyman.	653 Kitt Ave.	653 Kitt Ave.	653 Kitt Ave.
(m)426	Sioux Falls, S. D.	L. Keefer.	1200 E. 9th St.	L. Keefer.	1200 E. 9th St.	1200 E. 9th St.	1200 E. 9th St.
(i)427	Springfield, Ill.	F. H. Becker.	2712 Peoria Rd.	F. H. Becker.	2712 Peoria Rd.	2712 Peoria Rd.	2712 Peoria Rd.
(m)428	Bakersfield, Calif.	E. J. Sartley.	Box 238.	E. J. Sartley.	Box 238.	Box 238.	Box 238.
(m)429	Nashville, Tenn.	F. E. Wheeler.	75 Carroll St.	F. E. Wheeler.	75 Carroll St.	75 Carroll St.	75 Carroll St.
(i)430	Racine, Wis.	J. E. Raven.	513 S. 8th St.	J. E. Raven.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)431	Mason City, Ia.	Joe Holub.	513 S. 8th St.	Joe Holub.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)432	New Phila, Ohio.	R. S. Carrol.	W. High St. Ext.	R. S. Carrol.	W. High St. Ext.	W. High St. Ext.	W. High St. Ext.
(rr)423	Moberly, Mo.	Geo. Evans.	529 Barrow St.	Geo. Evans.	529 Barrow St.	529 Barrow St.	529 Barrow St.
(rr)424	Decatur, Ill.	Jas. Quinn.	2129 E. Prairie.	Jas. Quinn.	2129 E. Prairie.	2129 E. Prairie.	2129 E. Prairie.
(m)425	Olean, N. Y.	M. B. Lyman.	653 Kitt Ave.	M. B. Lyman.	653 Kitt Ave.	653 Kitt Ave.	653 Kitt Ave.
(m)426	Sioux Falls, S. D.	L. Keefer.	1200 E. 9th St.	L. Keefer.	1200 E. 9th St.	1200 E. 9th St.	1200 E. 9th St.
(i)427	Springfield, Ill.	F. H. Becker.	2712 Peoria Rd.	F. H. Becker.	2712 Peoria Rd.	2712 Peoria Rd.	2712 Peoria Rd.
(m)428	Bakersfield, Calif.	E. J. Sartley.	Box 238.	E. J. Sartley.	Box 238.	Box 238.	Box 238.
(m)429	Nashville, Tenn.	F. E. Wheeler.	75 Carroll St.	F. E. Wheeler.	75 Carroll St.	75 Carroll St.	75 Carroll St.
(i)430	Racine, Wis.	J. E. Raven.	513 S. 8th St.	J. E. Raven.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)431	Mason City, Ia.	Joe Holub.	513 S. 8th St.	Joe Holub.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)432	New Phila, Ohio.	R. S. Carrol.	W. High St. Ext.	R. S. Carrol.	W. High St. Ext.	W. High St. Ext.	W. High St. Ext.
(rr)423	Moberly, Mo.	Geo. Evans.	529 Barrow St.	Geo. Evans.	529 Barrow St.	529 Barrow St.	529 Barrow St.
(rr)424	Decatur, Ill.	Jas. Quinn.	2129 E. Prairie.	Jas. Quinn.	2129 E. Prairie.	2129 E. Prairie.	2129 E. Prairie.
(m)425	Olean, N. Y.	M. B. Lyman.	653 Kitt Ave.	M. B. Lyman.	653 Kitt Ave.	653 Kitt Ave.	653 Kitt Ave.
(m)426	Sioux Falls, S. D.	L. Keefer.	1200 E. 9th St.	L. Keefer.	1200 E. 9th St.	1200 E. 9th St.	1200 E. 9th St.
(i)427	Springfield, Ill.	F. H. Becker.	2712 Peoria Rd.	F. H. Becker.	2712 Peoria Rd.	2712 Peoria Rd.	2712 Peoria Rd.
(m)428	Bakersfield, Calif.	E. J. Sartley.	Box 238.	E. J. Sartley.	Box 238.	Box 238.	Box 238.
(m)429	Nashville, Tenn.	F. E. Wheeler.	75 Carroll St.	F. E. Wheeler.	75 Carroll St.	75 Carroll St.	75 Carroll St.
(i)430	Racine, Wis.	J. E. Raven.	513 S. 8th St.	J. E. Raven.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)431	Mason City, Ia.	Joe Holub.	513 S. 8th St.	Joe Holub.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)432	New Phila, Ohio.	R. S. Carrol.	W. High St. Ext.	R. S. Carrol.	W. High St. Ext.	W. High St. Ext.	W. High St. Ext.
(rr)423	Moberly, Mo.	Geo. Evans.	529 Barrow St.	Geo. Evans.	529 Barrow St.	529 Barrow St.	529 Barrow St.
(rr)424	Decatur, Ill.	Jas. Quinn.	2129 E. Prairie.	Jas. Quinn.	2129 E. Prairie.	2129 E. Prairie.	2129 E. Prairie.
(m)425	Olean, N. Y.	M. B. Lyman.	653 Kitt Ave.	M. B. Lyman.	653 Kitt Ave.	653 Kitt Ave.	653 Kitt Ave.
(m)426	Sioux Falls, S. D.	L. Keefer.	1200 E. 9th St.	L. Keefer.	1200 E. 9th St.	1200 E. 9th St.	1200 E. 9th St.
(i)427	Springfield, Ill.	F. H. Becker.	2712 Peoria Rd.	F. H. Becker.	2712 Peoria Rd.	2712 Peoria Rd.	2712 Peoria Rd.
(m)428	Bakersfield, Calif.	E. J. Sartley.	Box 238.	E. J. Sartley.	Box 238.	Box 238.	Box 238.
(m)429	Nashville, Tenn.	F. E. Wheeler.	75 Carroll St.	F. E. Wheeler.	75 Carroll St.	75 Carroll St.	75 Carroll St.
(i)430	Racine, Wis.	J. E. Raven.	513 S. 8th St.	J. E. Raven.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)431	Mason City, Ia.	Joe Holub.	513 S. 8th St.	Joe Holub.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)432	New Phila, Ohio.	R. S. Carrol.	W. High St. Ext.	R. S. Carrol.	W. High St. Ext.	W. High St. Ext.	W. High St. Ext.
(rr)423	Moberly, Mo.	Geo. Evans.	529 Barrow St.	Geo. Evans.	529 Barrow St.	529 Barrow St.	529 Barrow St.
(rr)424	Decatur, Ill.	Jas. Quinn.	2129 E. Prairie.	Jas. Quinn.	2129 E. Prairie.	2129 E. Prairie.	2129 E. Prairie.
(m)425	Olean, N. Y.	M. B. Lyman.	653 Kitt Ave.	M. B. Lyman.	653 Kitt Ave.	653 Kitt Ave.	653 Kitt Ave.
(m)426	Sioux Falls, S. D.	L. Keefer.	1200 E. 9th St.	L. Keefer.	1200 E. 9th St.	1200 E. 9th St.	1200 E. 9th St.
(i)427	Springfield, Ill.	F. H. Becker.	2712 Peoria Rd.	F. H. Becker.	2712 Peoria Rd.	2712 Peoria Rd.	2712 Peoria Rd.
(m)428	Bakersfield, Calif.	E. J. Sartley.	Box 238.	E. J. Sartley.	Box 238.	Box 238.	Box 238.
(m)429	Nashville, Tenn.	F. E. Wheeler.	75 Carroll St.	F. E. Wheeler.	75 Carroll St.	75 Carroll St.	75 Carroll St.
(i)430	Racine, Wis.	J. E. Raven.	513 S. 8th St.	J. E. Raven.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)431	Mason City, Ia.	Joe Holub.	513 S. 8th St.	Joe Holub.	513 S. 8th St.	513 S. 8th St.	513 S. 8th St.
(m)432	New Phila, Ohio.	R. S. Carrol.	W. High St. Ext.	R. S. Carrol.	W. High St. Ext.	W. High St. Ext.	W. High St. Ext.
(rr)423	Moberly, Mo.	Geo. Evans.	529 Barrow St.	Geo. Evans.	529 Barrow St.	529 Barrow St.	529 Barrow St.
(rr)424	Decatur, Ill.	Jas. Quinn.	2129 E. Prairie.	Jas. Quinn.	2129 E. Prairie.	2129 E. Prairie.	2129 E. Prairie.
(m)425	Olean, N. Y.	M. B. Lyman.	653 Kitt Ave.	M. B. Lyman.	653 Kitt Ave.	653 Kitt Ave.	653 Kitt Ave.
(m)426	Sioux Falls, S. D.	L. Keefer.	1200 E. 9th St.	L. Keefer.	1200 E. 9th St.	1200 E. 9th St.	1200 E. 9th St.
(i)427	Springfield, Ill.	F. H. Becker.	2712 Peoria Rd.	F. H. Becker.	2712 Peoria Rd.	2712 Peoria Rd.	2712 Peoria Rd.
(m)428	Bakersfield, Calif.	E. J					

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(m)432	Bucyrus, O.....	Chas. Larcamp.....	121 Wiley St.....	Jno. J. Fell.....	614 S. Poplar St.....	Trades & Labor Hall.	1st & 3d Mon.
(m)433	Benton Harbor, Mich.	S. Roberts.....	697 Broadway.....	Ben Frances.....	293 Pipestone St.....	Labor Temple, St. Joseph.	2d & 4th Mon.
(m)434	Douglas, Ariz.....	J. C. McCuniff.....	1021 B. Ave.....	J. F. Johnson.....	Box 221.....	Union Hall.....	2d & 4th Fri.
(m)435	Winnipeg, Man., O.	A. Mackey.....	10 Ashland Ct.....	J. L. McBride.....	Labor Temple.....	Labor Temple.....	1st & 3d Mon.
(m)436	Watervliet, N. Y.....	H. Farrar.....	127 Northern Blvd., Albany, N. Y.....	O. Fausel.....	1230 7th Ave.....	Maccabee Hall.....	3d Sat.
(m)437	Fall River, Mass.....	Frank Mullen.....	101 Adams St.....	James Reynolds.....	360 Durfee St.....	Firemen's Hall.....	2d & 4th Fri.
(m)438	Twin Falls, Idaho.....	C. E. Webb.....	546 2d Ave. No.....	M. M. Hobson.....	452 5th Ave. No.....	Union Hall.....	2d & 4th Tues.
(l)439	Akron, Ohio.....	H. E. Gray.....	56 S. 11th St., Kenmore, O.	M. Fruits.....	33 S. Maple St.....	Cent. Labor Union Hall.	1st & 3d Thurs.
(m)440	Riverside, Calif.....	V. W. Dundas.....	293 Locust St.....	J. A. King.....	770 W. 12th St.....	Mechanic's Hall.....	Each Wed.
(rr)441	Spokane, Wash.....	Ed. Thomas.....	Pendelton Hotel.....	B. K. Waller.....	908 E. Princeton Av.	Bakers Hall.....	4th Sunday & 2d Thurs.
(m)442	Montgomery, Ala.....	E. A. Woodworth.....	18½ N. Perry St.....	Harry Cornett.....	24 N. Hull St.....	18½ N. Perry St.....	Thursday.
(m)444	Ponca City, Okla.....	C. Brainard.....	314 N. 4th St.....	A. F. Dunkin.....	117 N. 4th St.....	309½ E. Grand.....	Tuesday.
(l)445	Battle Creek, Mich.	F. Jaehnke.....	420 Maple St.....	J. Fetter.....	160 Green St.....	Brothers Homes.....	Every other Fri.
(m)446	Monroe, La.....	C. A. Sutherland.....	Box 574.....	C. C. Sutherland.....	Box 574.....	Moore Hall.....	2d & 4th Tues.
(m)447	Sandusky, Ohio.....	Edw. Smith.....	428 McKelvey St.....	Welby Weidman.....	1416 Lindsley St.....	Central Labor Hall.....	1st & 3d Fri.
(m)449	Pocatello, Idaho.....	J. H. Guymon.....	141 Randolph St., R. F. D. 1.....	J. H. Guymon.....	141 Randolph St., R. F. D. 1.....	Eagles Hall.....	2d & 4th Mon.
(m)450	Durham, N. C.....	J. Carden.....	Yates Ave.....	J. Latta.....	R. F. D. No. 3.....	Labor Hall.....	Monday.
(m)452	Gloucester, N. J.....	W. O. Starm.....	1435 S. 10th St.....	T. R. Dunlevy.....	250 Woodlawn Ave. Collinswood, N. J.	4th Spruce St.....	1st & 3d Fri.
(l)453	Billings, Mont.....	C. Bradshaw.....	Box 373.....	C. Bradshaw.....	Box 373.....	Cooks and Waiters Hall.	1st & 3d Thurs.
(rr)454	Bluefield, W. Va.....	J. O. Harry.....	135 Princeton Av.....	E. T. Spencer.....	164 Giles St.....	Moose Hall.....	1st & 3d Thurs.
(l)455	Miami, Fla.....	O. B. Rathbun.....	Box 722.....	K. L. Vernon.....	Box 722.....	Avenue D.....	2d & 4th Fri.
(m)456	New Brunswick, N.J.	W. J. Murray.....	316 Woodbridge Av. Highland Park.	Julius Kampf.....	86 Ray St.....	340 Geo St.....	2d & 4th Fri.
(l)457	Altoona, Pa.....	H. I. Linderliter.....	Box 457.....	J. O. Hoover.....	Box 457.....	B. of R. T. Home.	1st & 3d Mon.
(m)458	Aberdeen, Wash.....	H. A. Trager.....	Box 91.....	J. T. Gray.....	Box 91.....	Labor Press.....	2d & 4th Wed.
(m)460	Chickasha, Okla.....	Ben Halsena.....	511 Penn Ave.....	Everett Sugg.....	1002 S. 6th St.....	Union Labor Hall.....	1st & 3d Wed.
(l)461	Aurora, Ill.....	Ed Bach.....	59 So. Brdwy.....	J. L. Quirin.....	384 Talma St.....	I. B. E. W. Hall.....	2d & 4th Tues.
(rr)462	Waycross, Ga.....	J. W. Yerkes.....	12 Brewer.....	D. S. Whitehurst.....	26 Jane St.....	Bunn Annex.....	1st & 3d Mon.
(rr)463	Springfield, Mo.....	A. Jertburg.....	760 W. Scott.....	J. W. Dieterman.....	335 S. Missouri Av.....	Harmony Hall.....	2d & 4th Tues.
(m)464	Columbus, Ga.....	W. E. Greene.....	2025 Robinson St.....	A. L. Morgan.....	2007 1st Ave.....	Cooks and Waiters Hall.	Monday.
(m)465	San Diego, Cal.....	C. H. Morris.....	Box 118.....	C. A. DeTienne.....	Box 118.....	Labor Temple.....	1st & 3d Wed.
(m)466	Charleston, W. Va.....	B. Morgan.....	209½ Roane St.....	T. N. Crawford.....	713 Penn Ave.....	706½ State St.....	Friday.
(m)467	Miami, Ariz.....	A. V. O'Leary.....	Box 581.....	V. M. Long.....	Box 581.....	Cooks & Waiters Hall.	1st & 3d Thurs.
(rr)468	Van Nest, N. Y.....	A. W. Stevenson.....	776 Melrose Ave., Bronx, N. Y.	Edw. Slevin.....	2436 Lyvere St., Westchester, N. Y.	Central Hall.....	2d & 4th Thurs.
(m)470	Haverhill, Mass.....	S. Sutzbach.....	66 Lafayette Sq.....	Jno. W. Perry.....	33 Pleasant St., Bradford, Mass.	Labor Temple.....	2d & 4th Tues.
(m)471	Millinocket, Me.....	Jos. Nickless.....	Box 6.....	A. W. Boynton.....	Box 6.....	Rush Block.....	1st Friday.
(rr)473	Terre Haute, Ind.....	H. Thomas.....	52 S. 20th St.....	W. O. Partridge.....	2621 Fenwood Ave.....	K. of P. Temp.....	2d & 4th Tues.
(m)474	Memphis, Tenn.....	A. R. McGoldrick.....	Box 274.....	Polk Byrd.....	Box 274.....	Italian Hall.....	2d & 4th Thurs.
(m)476	Saginaw, Mich.....	Wm. Burns.....	811 Jackson St.....	I. McCoy.....	741 Bundy.....	Machinist Hall.....	Friday.
(m)477	San Bernardino, O.....	J. Wilson.....	737 Cort St.....	W. J. Watts.....	379 20th St.....	Labor Temple.....	Every Thurs.
(m)478	Valparaiso, Ind.....	Clarence Wade.....	508 Erie St.....	H. Sauter.....	307 Mich. Ave.....	Labor Hall.....	Monday.
(l)479	Beaumont, Tex.....	Joe Graves.....	Box 932.....	C. A. Weber.....	Box 932.....	Labor Hall.....	Friday.
(l)480	Marshall, Tex.....	F. Howell.....	c/o Howell Elec. Co.	Paul Fraley.....	902 E. Crockett St.....	Davidson & Blad-deck Bldg.	1st & 3d Tues.
(l)481	Indianapolis, Ind.....	O. R. Scott.....	41 W. Pearl.....	Peter A. Boland.....	41 W. Pearl St.....	41 West Pearl St.....	Wednesday.
(m)482	Eureka, Calif.....	L. E. Starkey.....	806 E. St.....	Henry Tornwall.....	222 Munay St.....	Union Labor Hall.....	Tuesday.
(l)483	Tacoma, Wash.....	C. L. Thompson.....	Box 53.....	J. W. Clark.....	Fern Hill Sta., Box 32.	1117½ Tacoma Av.	1st & 3d Mon.
(l)485	Rock Island, Ill.....	M. G. Welch.....	1622 22d St.....	Ed. Holzhammer.....	330 9th St.....	Industrial Home.....	1st & 3d Fri.
(rr)487	Hannibal, Mo.....	W. I. McCarty.....	1613 Fulton Ave.....	Chas. Fagerstrom.....	201 S. 8th St.....	Trds & Labor Assn. Hall.	2d Friday.
(l)488	Bridgeport, Conn.....	Jas. Monument.....	483 John St.....	Chas. Kelly.....	379 Conn. Ave.....	Plumbers Hall.....	2d & 4th Mon.
(m)489	Dixon, Ill.....	H. L. Minnihan.....	328 W. Chamberlain St.	H. L. Minnihan.....	328 W. Chamberlain St.		
(l)490	Centralia, Ill.....	R. F. Smith.....	828 Morrison St.....			Carpenter's Hall.....	3d Monday.
(l)492	Montreal Que., C.....	Oscar Belleisle.....	455 Frontenac.....	Chas. Hodgkiss.....	453 Rielle Ave., Verdun.	417 Ontario St., E.	2d Wed. & 4th Wed.
(l)493	Johnstown, Pa.....	Thos. Byers.....	339 Walnut St.....	Jas. Fetterman.....	664 Cypress Ave.....	Ellis Bldg.....	Tuesday.
(l)494	Milwaukee, Wis.....	E. B. Broettler.....	183 Burleigh St.....	Chas. Hansen.....	802 69th Ave., W. Allis, Wisc.	Elec. Wks. Hall.....	Friday.
(eo)495	San Francisco, Cal.....	R. C. Morris.....	206 Rose St.....	C. Brandhorst.....	1906 Falsom St.....	Labor Temple.....	1st & 3d Thurs.
(l)500	San Antonio, Tex.....	Grover Lee.....	214 Riddle St.....	B. O. Radke.....	R. 7, Box 40 F., 101 New York Pl.	Trades Coun. Hall.....	2d & 4th Mon.
(m)501	Mt. Vernon, N. Y.....	H. Wildberger.....	119 S. High St.....	Henry Stroh.....	15 Fernbrook Ave., Yonkers, N. Y.	Labor Lyceum.....	1st Friday.
(m)502	Portsmouth, N. H.....	Louis Cottage.....	B St., Hampton Beach, N. H.	D. L. Glidden.....	105 Burkitt St.....	Metal Trds Hall.....	1st Wed.
(f)503	Boston, Mass.....	Geo. Mooney.....	276 Bunker Hill St., Charlestown, Mass.	F. J. Cunningham.....	102 Roslindale Av., Roslindale, Mass.	995 Wash. St.....	1st Wed. 2d & 4th Fri.

No.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date
(m)504	Meadville, Pa.	Stanley Wasson	Green St.	C. A. McGill	718 Hickory St.	Central Labor Hall	2d & 4th Wed.
(m)505	Charlotte, N. C.	J. D. Graham	Care Y. M. C. A.	W. M. Sullivan	239 1/2 W. Trade St.	Central Labor Hall	Thursday.
(m)506	Chicago Ht's, Ill.	Otto Koehler	1543 Aberdeen St.	F. E. Martin	204 W. 14th St.	Moose Hall	1st Monday.
(m)508	Savannah, Ga.	W. H. Strippy	737 W. 37th St.	J. T. Hill	20 E. State	Labor Hall	Friday.
(m)509	Lockport, N. Y.	I. A. Nerber	41 Beattie Ave.	Albert Rothmeier	184 Lock St.		
(i)510	Galveston, Tex.	J. Simpson	3413 Avenue P.				
(tr)511	Topeka, Kas.	Chas. G. Sheetz	2015 Lincoln St.	G. D. Stitt	313 Lake St.	418 Kansas Ave.	1st & 3d Thurs
(tr)513	Manchester, N. H.	F. Wardner	35 Temple St.	W. Lovejoy	146 Tolles St.	C. L. U. Hall	1st & 3d Mon.
(i)514	Detroit, Mich.	C. Masterson	3962 Ostego Ave.	L. Haidt	23 Hamon Ave.	25 Adelaide	Every Friday.
(m)515	Newport News, Va.	R. W. Twaddee	4749 Wash. Ave.	B. T. Boyd	551 Shipyard Bar- racks.	Labor Temple	Tuesday.
(m)517	Astoria, Ore.	H. W. Dahlgren	Box 113.	L. R. Marsh	Box 113.	M. E. B. A. Hall	Wednesday.
(m)518	Meridian, Miss.			W. R. McGee	Box 723.	Pythian Castle	1st & 3d Fri.
(m)520	Austin, Texas	W. J. Pike	1115 W. 5th.	Chas. Spreen	1509 W. 6th St.	206 W. 7th.	2d & 4th Mon.
(m)521	Greeley, Colo.	A. Hornmuth	614 11th Ave.	J. Jones	614 11th Ave.	625 8th Ave.	2d & last Mon.
(i)522	Lawrence, Mass.	Geo. Crabtree	283 Howard St.	Jos. Merrick	181 Abbott St.	Lincoln Hall	2d & 4th Thurs.
(m)523	Yakima, Wash.	W. S. Gallant	Box 1066	R. P. Kinne	Box 113.	Labor Temple	1st & 3d Mon.
(c)524	Duluth, Minn.	T. J. Egan	459 Mesaba Ave.	John Anderson	3915 W. 3d St.	Woodman Hall	1st & 3d Mon.
(i)526	Santa Cruz, Cal.	J. Tondorf	Box 49.	J. Tondorf	Box 49.	109 Pacific St.	2d Sun.
(m)527	Galveston, Tex.	Jas. Smith	1410 Avenue H.	H. Wells	1915 M. 1/2	309 Tremont	2d & 4th Fri.
(tr)528	Milwaukee, Wis.	Wm. Ranthum	304 32nd Ave.	Jas. Hagerman	619 Lunin St.	3rd Res. Ave.	2d Thurs.
(m)530	Rochester, Minn.			H. J. Fricke	904 2d Ave., NW	Trades & Labor As- sembly Hall	1st & 3d Thurs
(i)531	New Haven, Conn.	John Halpin	167 1/2 Chatham St.	Jas. Duffy	38 Eld St.	215 Meadows	1st Fri. & 3d Sat.
(e)532	Billings, Mont.	A. M. Brill	Box 646.	W. T. Gates	Box 646.	Odd Fellows Hall	2d & 4th Mon.
(tr)533	Proctor, Minn.			W. H. Koch	2625 W. 1st St.	Odd Fellows Hall	2d & 4th Mon.
(i)535	Evansville, Ind.	F. W. Wahnsiedler	1711 E. Iowa St.	Roy Judd	1410 E. Virginia St.	Elec. Wks. Hall	Every Friday.
(i)536	Schenectady, N. Y.	Jos. Way	1626 Union St.	T. O'Rourke	359 Carrie St.	247 State Hall	1st & 3d Sat.
(cs)537	San Francisco, Cal.	D. C. Wallace	146 Stuart St.	F. Dougan	59 Dorland St.	166 Stewart St.	1st & 3d Mon.
(i)538	Danville, Ill.	F. Williams	1220 Chandler.	R. Bleucker	842 S. Commercial St.	Trades & Labor Council	1st & 3d Mon.
(m)539	Pt. Huron, Mich.	H. D. Duce	1226 Varney Ave.	Gustav Lindke	1334 6th St.	Trades Labor Hall	2d & 4th Tues.
(o)540	Canton, O.	H. C. Hinds	2816 9th St. S. W.	J. McMurray	911 3rd St. S. W.	116 Market Ave. So.	Friday.
(e)541	Lynn, Mass.	A. Cross	10 Richard St. W.	Edwin J. Breen	767a Western Ave.	St. Mary's Hall	1st & 3d Thurs
(m)542	Junction City, Kas.	J. E. Simmons	Wathena, Kas.	Ed. Overhoff	539 W. 7th St.	Chase Elec. Co.	2d & 4th Mon.
(m)543	Charleston, S. C.	R. W. Timmerman	Box 19, Navy Yds.	H. J. Thayer	13 Judith St.	262 King St.	2d & 4th Thurs
(m)544	Edmonton, Alta, C.	A. Rutherford	Box 292.	Jos. McGregor	Box 292.	101 & Jasper Ave.	2d & 4th Wed.
(m)545	Honolulu, Hawaii	E. L. Bellinger	3710 Park Ave.	W. F. Branco	1518 Magazine St.	Carpenter Union Hall	1st & 3d Mon.
(tr)546	Huntington, W. Va.	L. R. Diehl	2584 1st Ave.	W. O. Bradley	2124 10th Ave.	Carpenter's Hall	2d & 4th Wed.
(m)552	Lewistown, Mont.			T. H. Pittman	Box 653.	Carpenter's Hall	Wednesday.
(m)554	Welland, Ont., Can	Harvey Ocaster	McAlpine Ave.	Roy Harper	Box 105.	Labor Hall	1st & 3d Thurs.
(e)556	Walla Walla, Wash	C. C. Coombs	Box 741.	F. O. Donald	Box 741.	Labor Temple	1st & 3d Tues.
(i)557	Minot, N. Dak.			L. J. Raitor	720 5th St. N. E	Rm. 4, Flatiron Bldg.	1st & 3d Thurs.
(m)558	Florence, Ala.	T. J. Parnell	123 Meridian St.	C. E. Anderson	Box 353.	Carpenter's Hall	1st & 3d Thurs.
(m)559	Brantford, Ont., Can	Ralph Glove	54 William St.	Norman Cousland	68 Rawdon St.	Gr. War Vet Assn.	2d & 4th Fri.
(i)560	Pasadena, Cal.	E. L. Shrader	Labor Temple	D. E. Vail	Labor Temple		Friday.
(tr)561	Montreal, Que., C.	M. J. DeRepentigny	1350 D. Parthenais St.	A. L. Taylor	Lorrain Ave., Ot- tawa Pk. No.	592 Union Ave.	1st & 3d Wed.
(m)563	Marion, Ind.	C. H. Townsend	218 N. D. St.	R. E. Bracht	912 W. 12th St.	Trds. Council Hall	2d & 4th Thurs
(i)564	Richmond, Ind.	Frank Campbell	225 N. 6th St.	C. D. Cox	531 S. 12th St.	T. M. A. Hall	1st & 3d Fri.
(i)565	Schenectady, N. Y.	Lilian Hogan	411 Main Ave.	W. P. Mooney	1160 Broadway	State St.	2d & 4th Mon.
(m)566	Roanoke, Va.	H. A. Price	1206 Melrose Ave.	W. E. Whiteside	Box 404.	Labor Hall	Every Tues.
(i)567	Portland, Me.	Carl L. Kimball	12 Spring St.	H. D. Weston	12 Free St.	Rm. 52 Farrington. Bldg.	Every Monday.
(i)568	Montreal, Que., Can	Edw. Martin	417 Ontario St. E.	F. Grifford	417 Ontario St. E.	417 Ont. St. E.	1st & 3d Mon.
(i)569	San Diego, Calif.	W. S. Rainey	2078 3d St.	E. E. Shaffer	3712 1st St.	Moose Hall	Mon.
(m)570	Tucson, Ariz.	Jack Farley	Box 945.	E. O. Russell	Box 504.	Labor Temple	Every Tuesday.
(m)571	McGill, Nev.	W. J. Hendry	Box 577.	John Phillips	Box 243.	Cypress Hall	4th Mon.
(i)572	Regina, Sask., C.	S. Bennett	2225 Connaught St.	W. J. Willis	1047 Ritalack St.	Tr'ds Hall, Osler St.	1st & 3d Tues.
(m)573	Kingston, Ont., Can			E. R. Menzies	139 Alfred St.	Trades & Lab. Hall	1st Thurs. & 3d Mon.
(m)574	Bremerton, Wash.	O. K. Webb	415 9th St.	J. Van Rossum	214 9th St.	Carpenter's Hall	2d & 4th Tues.
(m)575	Portsmouth, O.	Walt Miller	937 Front St.	Louis Drennen	1820 6th St.	C. L. Hall	Friday.
(m)577	Drumright, Okla.	M. F. Bauman		R. Badon		Ideal Elec. Co.	Friday.
(i)578	Englewood, N. J.	Danl Schoonover	247 Courts Ave. Lynhurst, N. J.	F. W. DuBois	13 6th St. Ridgefield Park, N. J.	Junior Order Hall	1st & 3d Mon.
(m)579	Globe, Arizona	John Richardson		Chas. Fox	Box 964.	Elec. Hall	Wednesday.
(m)586	Olympia, Wash.	W. R. Peters	610 Bigelow Ave.	W. R. Peters	1610 Bigelow Ave.	116 E. 4th St.	2d & 4th Wed.
(m)581	Morristown, N. J.	Thos. R. Pierson	Hanover Ave. Morris Plains.	Garrett Gurnee	Mt. Kemble Ave.	Elks Hall	1st & 3d Tues.
(m)582	Schenandoah, Pa.	Wm. McGrath	Ashland, Pa.	R. A. Beckett	390 W. Main St. Girardville, Pa.	Glashers Hall	1st & 3d Tues.
(i)583	El Paso, Tex.	R. C. Lunsford	Box 1105.	J. H. Jacoby	Box 1105.	Labor Tem.	Fridays.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date
(m)584	Tulsa, Okla.....	W. E. Laughlin.....	348 So. Zuni.....	C. F. Wilson.....	124 S. Maybelle St.	Carpenters Hall.....	Every Wed.
(l)585	El Paso, Tex.....	Chas. Murphy.....	Box 1316.....	E. K. Ridenour.....	Box 1316.....	Labor Hall.....	1st & 3d Fri.
(m)587	Pottsville, Pa.....	Aug. Schuettler.....	603 Boone St.....	Iva J. Hassler.....	601 N. 7th St.....	Centre & Arch St.....	1st & 3d Tues.
(l)588	Lowell, Mass.....	E. Myers.....	81 Fisher.....	Arthur Melvin.....	35 Robbins St.....	L. O. O. F. Bldg.....	1st & 3d Fri.
(m)589	Saskatoon, Sask., C.	Wm. S. Fyfe.....	Box 282.....	J. Kemp.....	Box 282.....	Labor Temple.....	1st & 3d Fri.
(l)590	New London, Conn.....	W. E. Dray.....	63 Lewis St.....	O. C. Hamblen.....	8 Connecticut Ave.....	Machinist Hall.....	1st & 3d Mon.
(l)591	Stockton, Cal.....	R. S. Long.....	726 E. Oak.....	W. R. Gregory.....	1017 S. Sutter.....	216 E. Market.....	Monday.
(f)592	Kansas City, Mo.....	W. A. Mills.....	Labor Temple.....	Ed. M. Fredrick.....	4319 Bellevue Ave.....	Labor Temple, 14th & Woodland.	1st & 3d Wed.
(m)593	Dunkirk, N. Y.....	Paul C. Kittell.....	1 Canadway St.....	C. R. Harris.....	57 W. 3d St.....	W. Main St.....	1st & 3d Tues.
(m)594	Santa Rosa, Cal.....	J. S. Fulmer.....	Box 437.....	Cer Harris.....	Box 437.....	Labor Temple.....	1st & 3d Tues.
(l)595	Oakland, Cal.....	J. B. Spangler.....	4640 Congress Ave.....	M. T. Stallworth.....	3035 Shattuck Ave.....	1918 Grove St.....	Every Wed.
(l)596	Clarksburg, W. Va.....	C. R. Connor.....	616 Monticello Ave.....	D. M. Ressler.....	99 Denham St.....	Robinson Bldg.....	Thursday.
(m)597	Winona, Minn.....	Thos. O'Brien.....	612 W. 4th St.....	C. Richman.....	225 E. 3d St.....	Wendts Hall.....	2d & 4th Fri.
(m)599	Iowa City, Ia.....	R. J. McGinnis.....	530 E. Church St.....	G. T. Ramsey.....	624 S. Lucas.....	Redman's Hall.....	1st & 3d Tues.
(l)601	Urbana & Champaign, Ill.	R. Born.....	26 Chalmers St. E.....	S. E. Griffith.....	511 W. Williams St., Champaign,	Stearn Bldg.....	1st & 3d Fri.
(m)602	Amarillo, Tex.....	R. L. Hull.....	910 Buchanan St.....	W. A. Singleton.....	1205 Pierce St.....	W. O. W. Hall.....	2d & 4th Thurs.
(m)603	Kittanning, Pa.....	A. Dodds.....	519 Highland.....	E. McCafferty.....	538 Fair St.....	Carpenters Hall.....	2d & 4th Thurs.
(e)606	Paterson, N. J.....	Roy Werner.....	152 E. 20th St.....	John Hayes.....	73 Mary St.....	Labor Institute.....	1st Sunday.
(e)608	Ft. Wayne, Ind.....	O. Miller.....	1011 Erie St.....	H. F. Bond.....	2507 Pleasant Av.....	Apprentice Hall.....	2d & 4th Wed.
(l)609	Spokane, Wash.....	A. R. McKee.....	2502 N. Mallon.....	E. Christoph.....	1507 E. Broad Av.....	Baker's Hall.....	2d & 4th Wed.
(m)610	Marshalltown, Ia.....	W. B. Hassler.....	212 N. 9th St.....	Wm. Hartman.....	Box 286.....	Labor Hall.....	2d & 4th Thurs.
(m)611	Albuquerque, N. M.....	R. B. Silver.....	226 No. Water.....	W. E. Bueche.....	730 S. Edith St.....	Labor Temple.....	1st & 3d Wed.
(l)612	Atlanta, Ga.....	T. C. Johnston.....	P. O. Box 669.....	T. C. Johnson.....	Box 669.....	Labor Temple.....	Wednesday.
(l)614	San Rafael, Cal.....	T. J. Cummings.....	Grand Ave.....	H. E. Smith.....	224 H. St.....	Bldg. Trades Hall.....	1st & 3d Tues.
(m)617	San Mateo, Cal.....	A. S. Moore.....	63 N. F. St.....	R. J. Midgley.....	Menlo Park.....	B. T. C. Hall.....	1st & 3d Tues.
(m)619	Hot Springs, Ark.....	H. F. Bond.....	10 Cedar Terr.....	L. F. Peel.....	10 Cedar Terr.....	318 Malvern Ave.....	1st Tues.
(m)620	Sheboygan, Wis.....	T. E. MacDonald.....	821 Oakland Ave.....	Gerhart Fedler.....	1425 N. 7th St.....	Labor Hall.....	1st & 3d Wed.
(e)622	Lynn, Mass.....	Jas. Sheerman.....	767a Western Av. W	R. Mansfield.....	767a Western Av. W	St. Marys Hall W.....	1st & 3d Mon.
(l)623	Butte, Mont.....	Ed. Lappen.....	Box 141.....	A. A. Sundberg.....	Box 141.....	Carpenter's Hall.....	Every Mon.
(e)624	St. Louis, Mo.....	Chas. Bentrup.....	3450 Dunnica St.....	Anton Ott.....	4114a Osceola St.....	Eagles Home.....	2d & 4th Fri.
(l)625	Halifax, N. S., O.....	W. A. MacRae.....	Windmill Rd.....	Frank Wallace.....	124 Beech St.....	Bd. of Trades Bms.....	1st Thurs.
(m)626	Aberdeen, S. D.....	Floyd Moore.....	Box 278.....	A. J. Koerner.....	Box 278.....	Labor Temple.....	.....
(m)627	Lorain, Ohio.....	Lester Kress.....	323 7th St.....	J. B. Witter.....	312 W. 26th St.....	Carpenter's Hall.....	2d & 4th Mon.
(rr)628	Wilmingon, Del.....	Harry Ringler.....	1022 W. 3rd St.....	A. Ainsworth.....	2202 W. 6th St.....	109 W. 6th St.....	1st & 3d Tues.
(m)629	Moncton, N. B. C.....	H. Buzzell.....	Sunny Brae.....	W. J. Hickey.....	18 Portledge Ave.....	Main St.....	2d & 4th Wed.
(m)630	Lethbridge, Alta., O	Leo Wadden.....	Box 474.....	Leo Wadden.....	P. O. Box 474.....	4th St. S.....	3d Sun., p. m.
(l)631	Newburgh, N. Y.....	E. Olsen.....	64 1st St.....	Leslie Weaver.....	140 Landor St.....	Turn Hall.....	1st & 3d Thurs.
(m)634	Taylor, Tex.....	.....	.....	Edw. Sorensen.....	Box 262.....	Labor Temple.....	Every Sat.
(l)635	Davenport, Iowa.....	J. McDermott.....	1434 W. 6th St.....	R. B. Nelson.....	2511 Davenport Ave.....	Turner Hall.....	2d & 4th Fri.
(m)638	New Glasgow, N.....	G. Cavanaugh.....	West Side.....	Geo. Townsend.....	Box 963.....	Law Joy Bldg.....	1st & 4th Wed
(m)639	Port Arthur, Texas.....	R. Hill.....	Box 1221.....	A. L. Poynter.....	P. O. Box 1221.....	Electrician's Hall.....	Friday.
(m)640	Phoenix, Ariz.....	C. S. Michael.....	Box 501.....	C. W. Calkins.....	Box 501.....	238 E. Wash. St.....	Fri.
(rr)641	Silvis, Ill.....	O. E. Phares.....	No. 6 Schricker Flats, Davenport, Ia.	Thos. Phares.....	619 W. 4th St.....	Industrial Hall.....	2d Wed.
(m)642	Meriden, Conn.....	H. Geis.....	63 Lindsley Ave.....	E. D. Lancraft.....	79 Reservoir Ave.....	Bldg. Trades Hall.....	2d & 4th Thurs.
(m)644	Schenectady, N. Y.....	W. Meissner.....	347 Paige St.....	Peter B. Stevens.....	716 Westover Pl.....	246 State St.....	2d & 4th Fri.
(m)646	Sheridan, Wyo.....	O. E. Luce.....	319 E. Works.....	Eugene Burris.....	459 Park St.....	Labor Temple.....	1st & 3d Fri.
(e)647	Schenectady, N. Y.....	G. E. Smith.....	310 Paige St.....	W. A. Briggs.....	63 Foster Ave.....	246 State St.....	1st & 3d Wed.
(m)648	Hamilton, O.....	Frank Venable.....	435 No. 2nd St.....	Eugene Erbs.....	1237 Lane St.....	Labor Temple.....	1st & 3d Wed.
(m)649	Alton, Ill.....	Carl White.....	Box 133.....	J. Voss.....	Box 133.....	Tophorn Hall.....	1st & 3d Fri.
(e)652	Hammond, Ind.....	O. Hamm.....	199 Logan St.....	Nelson Hewitt.....	7049 Vernon Ave.....	K. of P. Hall.....	1st & 3d Thurs
(m)653	Miles City, Mont.....	G. C. Pitts.....	614 N. Prairie Ave.....	Jas. P. Welch.....	P. O. Box 821.....	7th & Main St.....	1st & 3d Mon.
(rr)654	Tacoma, Wash.....	W. G. Todd.....	5439 S. Sheridan St.	O. O. Smith.....	1509 E. 68th St.....	913½ Tacoma Ave.....	1st Wed.
					Seattle, Wash.....	Tacoma, Wash.	
						1431 1st Ave.....	3d Wed.
						Seattle.	
(l)655	Waterbury, Conn.....	Wm. Halpin.....	19 Sycamore Lane.....	E. B. Chapin.....	Box 1125.....	127 E. Main St.....	1st & 3d Wed.
(m)657	Raleigh, N. C.....	W. W. Sunamers.....	224 W. Lane St.....	O. P. Separk.....	409 N. Wilmington St.	Union Hall.....	1st & 3d Mon.
(l)659	Dunkirk, N. Y.....	Chas. Costantino.....	330 Deer St.....	Chas. Costantino.....	330 Deer St.....	Machinist Hall.....	1st Monday.
(l)660	Waterbury, Conn.....	F. Slater.....	39 Beach Ave.....	Edw. Conlon.....	512 S. Wilson St.....	Bldg. Trades Hall.....	Every Fri.
(m)661	Hutchinson, Kan.....	C. P. Gish.....	Labor Hall.....	A. B. Rutledge.....	112 N. Monroe St.....	Labor Hall.....	1st & 3d Tues.
(rr)663	Boston, Mass.....	Walt H. Chandler.....	Box 21.....	G. S. McDaniel.....	20 Union St., Melrose Highlands, Mass.	45 Leverett St.....	Last Thurs.
(m)664	New York.....	Chas. Reef.....	340 Irving Ave.....	Wm. H. Pinekney.....	90 Roosevelt Pl.....	Brooklyn Lab. Lye.	2d & 4th Fri.
			Brooklyn, N. Y.		Mineola, I. I.		

U. C.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(m) 665	Piqua, O.	Delone Mcwren.	R. R. No. 1.	Harry McDowell.	251 E. Main St.	I. A. T. S. e. Hall.	Wednesdays.
(i) 666	Richmond, Va.	Will Tompkins.	115 3rd Ave.	C. J. Alston.	629 N. 33rd St.	Arcade Bldg.	2d & 4th Mon.
(i) 667	Charleston, W. Va.	J. G. Wingfield.	Box 657.	Jas. Hayes.	Box 657.	Capital St.	Every Thurs.
(m) 668	Lafayette, Ind.	H. Katbman.	1633 E. Main St.	Wm. Fredricks.	210 S. Salisbury St.	Labor Temple.	1st & 3d Mon.
(i) 669	Springfield, O.	Sam Wright.	113 Western Av. So.	W. R. Hicks.	339 Oakwood Pl.	Labor Temple.	Every Friday.
(m) 670	Fargo, N. Dak.	R. Gilmore.	1016 Front St.	John Linberg.	Box 622.	Labor Temple.	2d & 4th Tues.
(m) 672	Gr. Forks, N. Dak.	Ed. Lane.	309 Euclid Ave.	R. L. Joimer.	407 Cherry St.	Union Temple.	2d & 4th Sun.
(m) 673	Vineland, N. J.	Edw. Pettengill.	638 Elmer St.	John M. Stidham.	204 S. 3d St.	Moose Hall.	1st & 3d Thurs
(m) 675	Elizabeth, N. J.	R. D. Lewis.	218 Orchard St.	Theo. Roll, Jr.	510 1st Ave.	Bldg. Trds. Con.	2d & 4th Thurs
(m) 677	Cristobal, C. Z.	F. W. Hallin.	Box 88, Cristobal, C. Z.	W. H. Nellis.	Box 31, Cristobal, C. Z.	Masonic Hall.	1st & 3d Tues.
(m) 679	Grinnell, Iowa.	Ike Hunter.	603 2nd Ave.	F. L. Rinefort.	1303 Main St.	Labor Hall.	2d & 4th Tues.
(m) 680	Fond du Lac, Wis.	W. J. Mueller.	453 N. Park Ave.	Wm. Lieflander.	Box 38.	Cor. 3rd & Main.	2d & 4th Tues.
(m) 681	Wichita Falls, Tex.	E. D. Egan.	Box 763.	Leo. P. Allen.	Box 763.	Labor Hall.	Every Wed.
(rr) 682	Logansport, Ind.	A. R. White.	1523 Miles St.	R. F. Gibson.	401 Schultz St.	Trades Assembly Hall.	1st & 3d Tues.
(m) 683	Carbondale, Pa.	B. E. Durphy.	17 Grove St.	Geo. C. Burrell.	51 Laurel St.	Labor Temple.	1st & 3d Tues.
(m) 684	Modesto, Calif.	I. W. Ross.	Osborne Elect. Co., Turlock, Cal.	E. B. Palmer.	402 Virginia St.	Labor Temple.	1st & 3d Wed.
(rr) 685	Bloomington, Ill.	E. Moore.	705 N. Mason.	Wm. Rylander.	1507 W. Graham St.	Odd Fellows Hall.	2d & 4th Mon.
(m) 686	Hazleton, Pa.	C. J. Brill.	336 E. Walnut St.	Lewis Miller.	584 Peace St.	O. V. A. M. Hall.	2d & 4th Mon.
(m) 688	Mansfield, Ohio.	R. Curry.	Box 328.	Ernest Adams.	Box 328.	Trds. Con. Hall.	2d & 4th Tues.
(m) 689	Alexandria, La.	T. R. Lewis.	19th and Olive.	M. Holloman.	215 Bolton Ave.	Electricians' Hall.	2d & 4th Thurs.
(e) 690	Bloomington, Ill.	O. G. Ludwig.	904 W. Taylor St.	L. W. Dean.	809 N. Evans St.	101 N. Center St.	1st & 3d Fri.
(m) 692	Sault Ste Marie, Mich.	E. Crowley.	211 Admas Ave.	Roy MacKenzie.	118 Ridge St.	Labor Temple.	1st & 3d Fri.
(m) 694	Youngstown, O.	C. Gardner.	29 Poplar St., Sta. A.	M. Gallagher.	178 S. Fovert Ave.	221 W. Federal St.	2d & 4th Thur
(m) 695	St. Joseph, Mo.	Hugh Bias.	723 Warsaw Ave.	Wm. Wagner.	2107 Penn. St.	K. P. Hall.	Thursday.
(i) 696	Albany, N. Y.	G. W. Colony.	38 Clinton Ave.	Wm. J. Hannaway.	42 Eliz. St.	91 N. Pearl St.	1st & 3d Mon.
(i) 697	Gary & Hammond, Ind.	F. S. Kurtz.	171 Conkey Ave. Hammond.	Jno. R. Koble.	1035 E. 47th St., Chicago.	Gary Labor Temple Hamm'd Lab. Tem.	1st & 3d Mon. 2d & 4th Mon.
(m) 698	Jerome, Ariz.	Wm. D. Woods.	Box 1340.	P. Quinn.	Box 1340.	Miller Bldg.	Every Mon.
(m) 699	Gloucester, Mass.	Sylvester D. Dier- ing.	41 Western Ave.	Syl. Diering.	41 Western Ave.	71 Main St.	1st Tues.
(m) 701	Hinsdale, Ill.	Lee Eline.	Naperville, Ill.	B. W. Langkafel.	Hinsdale, Ill.	Naperville, Ill.	2d Friday.
(m) 702	Marion, Ill.	Neal Campbell.	Marion, Ill.	E. Scott.	208 N. Gardner W. Frankfort, Ill.	Mystic Workers.	1st & 3d Sun.
(m) 703	Edwardsville, Ill.	E. Spalding.	Car Southern Ill. Lt. P. Co., Col- linsville, Ill.	C. H. Hotz.	Postal Tel. Co.	Main & Vandalia.	2d & 4th Tues.
(i) 704	Dubuque, Ia.	Gus Zoller.	2026 Central Ave.	Henry Gobell.	1353 Central Ave.	7th and Main.	1st & 3d Tues.
(m) 706	Monmouth, Ill.	Fred Stutsman.	217 W. Detroit Ave.	Jas. E. Ward.	733 E. 11th Ave.	Labor Hall.	2d Monday.
(m) 707	Holyoke, Mass.	Jas. Dowd.	659 High St.	D. Orane.	277 Park St.	Redmen's Hall.	2d & 4th Mon.
(m) 709	Clarkdale, Ariz.	M. Cain.	Box 86.	M. Cain.	Box 86.	409 Main St.	1st & 3d Tues.
(m) 710	Northampton, Mass.	E. Zuyewski.	37 Grant Ave.	Lee Christal.	40 Hampton Ave.	1st Nat. Bk.	1st & 2d Tues.
(m) 711	Long Beach, Calif.	H. Jackson.	Box 207.	W. H. Brown.	537 Daisy Ave.	Labor Temple.	Every Tuesday.
(i) 712	New Brighton, Pa.	D. Dickinson.	424 New York Ave. Rochester, Pa.	L. P. Jones.	170 N. Madison.	Kramer Bldg.	1st & 3d Mon.
(s) 713	Chicago, Ill.	A. Lang.	1433 S. 59th Ave. Cicero, Ill.	H. F. Sieling.	119 S. Throop St.	119 S. Throop St.	1st & 3d Mon.
715	Kincaid, Ill.	Arthur Clark.		Ralph Clark.	Box 401.	I. O. O. F. Hall.	2d & 4th Mon.
(i) 716	Houston, Tex.	O. Dean.	1210 Texas.	J. Eberling.	1511 Chestnut St.	Labor Temple.	Every Thurs.
(s) 717	Boston, Mass.	Wm. Payne.	803 4th St. S.	Geo. Chase.	Box 12. Wilmington, Mass.	987 Wash. St.	1st & 3d Tues.
(tel) 718	Paducah, Ky.	W. B. Chambers.	R. R. No. 2.	P. D. Ford.	428 S. 9th St.	Masonic Hall.	1st & 3d Thurs
(i) 719	Manchester, N. H.	Edw. Fitzpatrick.	287 Concord St.	F. L. Evans.	848 Beech St.	895 Elm St.	2d & 4th Wed.
(rr) 720	Camden, N. J.	H. Rainear.	12 Irvin Ave., Col- lingswood, N. J.	Chas. Jobe.	Box 55, Riverton, N. J.	Morgan Hall.	2d & 4th Tues
(m) 722	Cortland, N. Y.	Leon Gerrard.	114½ Homer Ave.	Jerry Hartnett.	Box 298.	Trades Assembly.	Mon.
(i) 723	Ft. Wayne, Ind.	D. Baughman.	Palace Hotel.	R. E. Deel.	1017 Loree St.	Painters Hall.	Every Friday.
(m) 724	Ottawa, Can.	B. J. Thompson.	13 Balsam St.	T. F. Powell.	5 Frank St.	115 Spark St.	2d & 4th Wed.
(i) 725	Terre Haute, Ind.	P. A. Hall.	1927 S. 10th St.	A. C. Moredock.	2329 5th Ave.	C. L. U. Hall.	1st & 3d Mon.
(m) 726	Sault Ste. Marie, Ont., Canada.	F. Ianson.	45 Wilcox Av., S.W.	L. Swinburne.	245 Gloucester St.	I. O. O. F. Hall.	1st & 4th Tues.
(m) 729	Punkstutawney, Pa.	H. W. Kremkan.	Cloe, Pa.	John Mitchell.	232 N. Main St.	I. O. O. F. Bldg.	2d & 4th Tues.
(m) 731	Int. Falls, Minn.	E. R. Walsh.	409 5th St.	E. R. Walsh.	409 5th St.	City Hall.	1st & 3d Tues.
(rr) 732	Portsmouth, Va.	L. Ziegenhain.	433 Wright St.	H. J. Kramer.	413 Madison St.	Home of Labor.	1st & 3d Wed.
(rr) 733	Altoona, Pa.	Chas. Woodburn.	1527 22nd Ave.	Louis A. Lamade.	330 24th Ave.	B. R. T. Hall.	1st & 3d Fri.
(m) 734	Norfolk, Va.	J. Hawkins.	431 Wright St.	J. F. Cherry.	320 Poole St.	Odd Fellow's Hall.	Thursday.
(m) 735	Burlington, Ia.	Carl W. Tiemeier.	860 North St.	R. E. Pierce.	1204 S. 4th St.	Labor Hall.	2d & 4th Thurs
(m) 738	Orange, Tex.	E. L. Spaugh.	Box 204.	E. L. Spaugh.	Box 204.	Labor Temple.	2d & 4th Fri.
(rr) 741	Scranton, Pa.	Robt. Anderson.	123 Belmont Ter.	W. D. Jackson.	520 5th St.	322 Adams Ave.	1st & 3d Wed.
(rr) 742	New York, N. Y.	P. Hughes.	182 14th Ave., L. S. City.	V. J. LaNoce.	211 E. 101st St.	Kleefteld's Hall.	1st & 3d Wed.
(m) 743	Reading, Pa.	Leon Bush.	223 Moss St.	Walter Diehl.	Wanner Bldg.	Reed & Court Sts.	Monday.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(rr)744	New York, N. Y....	J. J. O'Neil.....	91 Monroe St..... Winfield, L. I.	K. Tillotson.....	Linden St..... Bellmore, L. I.....	Arcanum Hall, Richmond Hill	2d & 4th Thurs.
(rr)745	Princeton, W. Va....	J. Sowers.....	848 Mercer St.....	J. D. Owens.....	Box 627.....	Garten Hall.....	1st & 3d Mon.
(m)746	Key West, Fla.....	W. J. Watrous.....	Simonton St.....	R. J. Hoppa.....	White St.....	P. O. S. A. Hall.....	1st Fri.
(rr)750	Pittsburgh, Pa.....	O. W. Bendorf.....	390 Kenney Ave..... Pitcairn, Pa.	O. Bendorf.....	390 Kenney Ave..... Pitcairn, Pa.	Labor Temple.....	1st & 3d Thurs.
(rr)752	Jersey City, N. J....	J. E. Balph.....	15 Bryan Pl.....	John Deacy.....	28 High St.....	Orpheum Bldg.....	1st & 3d Mon.
(rr)753	Philadelphia, Pa....	Edw. L. Miller.....	1335 N. Allison St..	R. Ellis.....	1235 N. 53d St. W..	4039 Lancaster Av..	1st & 3d Fri.
(rr)754	Sayre, Pa.....	H. Hewitt.....	115 Chemung St....	F. J. O'Brien.....	302 S. Lehigh Ave..	Redmen Hall.....	2d & 4th Mon.
(o)755	Clarksburg, W. Va..	M. Butcher.....	R. I. Weston, W. Va.	Chas. C. Drummond	Box 124, Hepzibah, W. Va.	Williams Hall.....	2d & 4th Mon.
(m)756	Fairmount, W. Va..	Wm. Henke.....	Box 356.....	H. Sturm.....	415 Spring St.....	I. B. E. W. Hall....	Monday.
(m)758	Hagerstown, Md....	Clyde L. Anders....	621 N. Mulberry St.	Chas. W. Myers....	R. 2, Williamsport, Md.	2nd Nat. Bk.....	2d & 4th Fri.
(m)760	Knoxville, Tenn....	J. K. Meehan.....	225 E. Hill Ave....	K. P. Dyke.....	219 Connecticut	709½ Gay St.....	Friday.
(m)761	Renova, Penn.....	G. R. Scott.....	4th St.....	F. R. Kaul.....	Box 411.....	Elks Hall.....	1st & 3d Mon.
(m)762	Ashtabula, O.....	F. E. Orcutt.....	32½ Madison St....	J. R. Davis.....	52 Valley View....	B. of R. T. Hall....	2d & 4th Wed.
(l)763	Omaha, Nebr.....	C. Jennings.....	1802 N. 32d St....	Chas. Nelson.....	512 S. 35th Ave....	Labor Temple.....	Wed.
(rr)764	Denver, Colo.....	Chas. Augerman....	1208 Lipan St.....	R. J. McGan.....	926 Bannock, W. Va.	414 Club Bldg.....	2d & 4th Wed.
(m)765	Visalia, Cal.....	F. L. Esting.....	Box 896.....			Labor Temple.....	Wednesday.
(rr)769	El Paso, Tex.....	J. O. Spillane.....	610 N. Stanton St..	G. C. Filkman.....	4020 Hastings St..	Labor Temple.....	2d & 4th Fri.
(rr)770	Albany, N. Y.....			H. Beardsley.....	582 3rd St.....	Washington Hall..	2d & 3d Thurs.
(l)771	Richmond, Va.....			A. L. Holladay.....	1100 Semmes St., S.	Pythian Bldg.....	2d & 4th Thurs.
(m)773	Windsor, Ont., Can.	R. L. Shelton.....	67 Cameron Ave....	G. S. Whelpton....	856 Hall Ave.....	Labor Temple.....	2d & 4th Mon.
(rr)774	Cincinnati, O.....	Edw. Strohmaier...	2001 Vine St.....	K. Green.....	19 Euclid Ave.... Ludlow, Ky.	Labor Temple.....	1st & 3d Tues.
(rr)776	Providence, R. I....	J. J. Dooriss.....	304 Charles St.....	J. A. Flaherty.....	81 Harold St.....	98 Weybossett St..	2d & 4th Tues.
(rr)778	Greenville, Pa.....			A. W. Smith.....	14 Ohl St.....	Carpenters Hall....	1st & 3d Thurs.
(rr)779	Chicago, Ill.....	R. J. Lindsay.....	3354 W. Madison St.	F. M. Christoffer...	1808 N. Francisco Ave.	5324 Halstead St..	1st & 3d Fri.
(m)780	Athens, Ohio.....	A. W. Blot.....	960 Rosedale St....				
(rr)781	Harrisburg, Pa.....	Geo. F. Wein, Jr....	455 Crescent St....	Wm. McGrabam....	P. O. Box 178..... Lemoyne, Pa.	3d & Cumberland..	1st & 3d Fri.
(mt)782	Ft. Worth, Tex....	A. W. Blot.....	960 Rosedale St....	J. W. Hubbard.....	2910 W. 27th St....	Labor Temple.....	1st & 3d Tues.
(rr)784	Indianapolis, Ind..	W. L. Harrison.....	1515 W. 27th St....	F. J. Lancaster....	41 N. Linwood Av..	233 Hume Mansur bldg.	2d & 4th Wed.
(m)785	Virginia, Minn....	P. P. Schugel.....	422 5th St. So....	P. P. Schugel.....	422 S. 5th St. So..	204 S. 4th St.....	1st & 3d Tues.
(m)786	St. Augustine, Fla.	Jas. Prestwood....	Gen. Del.....	Geo. Osgood.....	80 Grove Ave.....	Fraternal Hall....	Last Sunday.
(r)787	St. Thomas, Ont....	Carl Grimstead....	63 Moore St.....	J. R. Smith.....	31 Maple St.....	Machinist Hall....	1st & 3d Fri.
(m)790	Green Island, N. Y.	Robt. Conlen.....	923 24th St..... Waterliet, N. Y.	John C. Ryan.....	655 N. Pearl St.... Albany, N. Y.	I. O. O. F. Hall....	1st Sat.
(rr)791	Louisville, Ky.....	R. L. Browder.....	2117 W. Broadway..	L. E. Hagan.....	3927 S. 1st St.....	Y. M. H. A. Hall..	1st & 3d Thurs.
(rr)793	Chicago, Ill.....	R. Sodergreen.....	7145 University Av.	A. Peterson.....	6430 S. Campbell Ave.	Colonial Hall.....	2d & 4th Thurs.
(r)794	Chicago, Ill.....	C. A. Parker.....	6558 Rhodes Ave...	R. T. Shipway.....	7635 Merrill Ave..	Candlers Hall.....	2d & 4th Thurs.
(r)795	Chicago, Ill.....	W. A. Street.....	10150 Lowe Ave....	T. V. Irwin.....	5721 Union Ave....	Calumet Club Hall.	1st & 3d Tues.
(rr)796	Aurora, Ill.....	John Grundy.....	406 Grove St.....	E. A. Collins.....	364 Linden Ave....	Dillenburg Hall....	2d Monday.
(rr)797	Chicago, Ill.....	H. Gantz.....	6915 Justine Ave...	L. B. Greenawalt...	4214 W. 21st Pl....	Fr. Hall.....	2d & 4th Thurs.
(rr)798	Chicago, Ill.....	Wm. Kilbourne....	2128 Lewis St.....	Fred Theil.....	1033 Gunderson Av. Oak Park, Ill.	Central Pk. Hall..	3d Wed.
(rr)799	Kansas City, Kans.	F. L. Hartig.....	1408 S. 27th St....	John Flynn.....	1347 S. 29th St....	Fireman Hall.....	1st & 3d Mon.
(rr)800	Rocky Mount, N. O.	D. Kornegay.....	R. R. No. 5.....	L. G. Hammond....	120 Nash St.....	Keyser Hall.....	2d & 4th Mon.
(rr)801	Gr. Rapids, Mich...	Chas. Willoughby...	1252 Terrace Ave...	M. L. Finn.....	159 Carrie St.....	Campan Hall.....	1st & 3d Tues.
(m)802	Moose Jaw, Sask. Can.	A. C. Porter.....	Box 277.....	A. C. Porter.....	Box 277.....	T. & L. Council Hal	2d & 4th Wed.
(rr)803	New Haven, Conn..	Fred Grube.....	467 Blatchley Ave..	Wm. Folk.....	76 3d St. W.....	Trds. Council Hall.	1st Monday.
(s)804	Schtdy., N. Y.....	Jas. Shaw.....	7 Aberdeen Rd....	Wm. B. Summers...	94 Foster Ave.....	E. W. Hall State St	2d & 4th Tues.
(rr)805	Sedalia, Mo.....	J. L. Comer.....	609 S. Lafayette...	Jos. Latham.....	1004 N. Osage St..	Labor Temple.....	1st & 3d Wed.
(m)808	Alliance, Ohio.....	W. Mitchell.....	154 E. Columbia St.	J. M. Allen.....	782 S. Lincoln Ave..	Macabee Hall.....	Thursday.
(m)809	Oelwein, Iowa.....	Chas. Smith.....	R. F. D. No. 1.....	R. E. Dawley.....	7 6th Ave. So.....	Temple Hall.....	2d & 4th Mon.
(r)810	Mobile, Ala.....	R. G. Kearns.....	405 St. Michael St.	R. G. Kearns.....	405 St. Michael St.	Labor Temple.....	Tuesday.
(rr)811	Lenoir City, Tenn.	H. Mayes.....		Jas. R. Ward.....		Union Hall.....	2d & 4th Thurs.
(rr)812	Little Rock, Ark....	J. B. McConnell...	2118 State St..... No. L. R. Ark.	J. McConnell.....	2118 S. State St...	Brannon Hall.....	1st & 3d Mon.
(rr)814	Havelock, Nebr....	Wm. Givens.....	Lincoln, Nebr.	John R. Lamb.....	1925 N. 26th St.... Lincoln, Nebr.	Labor Temple.....	3d Tuesday.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(rr)817	New York, N. Y....	Jas. T. Hogan.....	470 Concord Ave....	C. H. DeSanto.....	533 Tinton Ave.....	111 E. 125th St....	1st & 3r Tues.
(m)818	Saltville, Va.....	Luther Farris.....	Box 98.....	Alfred Campbell....	Box 35.....	Allison Gap Hall....	2d & 4th Sat.
(rr)819	Salamanca, N. Y....	M. F. Connors.....	55 Fillmore St....	C. H. Odell.....	15 Gates Ave.....	Nies Hall.....	2d Saturday.
(mt)822	So. Chicago, Ill....	John Blazar.....	Rm. 205, 9149 Commercial Ave.	T. C. Wetmore.....	Rm. 205.....	9140 Commercial Ave.	1st & 2d Wed.
(tel.)823	New Orleans, La....	C. L. Merriman.....	2433 Burgundy St..	A. J. Tomasovich....	717 S. Clark St....	822 Union St....	1st & 3d Tues
(rr)824	Middletown, N. Y..	Geo. C. Harland....	44 Lafayette Ave....	S. E. Lee.....	19½ Grand Ave....	Gunther Bldg.....	4th Wed.
(l)827	Champaign and Urbana, Ill.	Joe Dalton.....	411 W. White St....	H. R. McDonald....	R. R. 1, Champaign, Ill.	Labor Hall.....	2d & 4th Thurs
(l)828	Dayton, Ohio.....	John Procinior....	620 Valley St.....	D. E. Carroll.....	115 N. Robert Blvd.	Labor Temple.....	Friday.
(rr)829	San Bernardino, Cal.	Harry Scheline....	Box 42.....	Thos. J. Casper....	Box 42.....	Labor Temple.....	Every Friday.
(rr)831	El Reno, Okla.....	F. H. Latham.....	220 So. M St.....	Lincoln Davis.....	1011 S. Hoff St....	Southern Hall.....	1st Saturday.
(rr)832	Trenton, Mo.....	F. H. Bayne.....	1426 Mable St.....	R. D. Paris.....	808 Halliburton St.	Miner's Hall.....	2d Mon.
(rr)834	Hoboken, N. J.....	A. Narducci.....	819 Sip St.....	Harold Miller.....	209 N. 15th Ave....	412 Washington....	1st & 3d Tues.
(l)835	Jackson, Tenn.....	K. H. Whittier....	Box 39.....	.....	.....	W. O. W. Hall.....	2d & 4th Fri.
(r)837	Sunbury, Pa.....	E. R. Klinger.....	333 Race St.....	C. L. Ardell.....	723 N. 4th St.....	P. O. S. Hall.....	1st Wednesday.
(rr)838	Meridian, Miss....	C. N. Holland.....	511 40th Ave.....	C. N. Holland.....	511 40th Ave.....	K. of P. Hall.....	2d & 4th Wed.
(rr)839	Jersey Shore, Pa..	J. W. Miller.....	409 Allegheny St..	J. W. Miller.....	409 Alleghany St..	K. of C. Hall.....	1st & 3d Mon.
(m)840	Geneva, N. Y.....	Loren Ward.....	61 William St.....	Walt W. Hosking....	209 Putterney St..	Exchange St.....	Alternate Fri.
(m)841	Topeka, Kas.....	H. N. Lower.....	417 Chandler St....	R. D. Collins.....	1214 Greeley St....	Labor Hall.....	2d & 4th Thurs.
(rr)842	Utica, N. Y.....	Jno. Matheson....	1904 Stark Ave....	E. Martz.....	302 Lansing St....	Labor Temple.....	4th Sunday.
(rr)845	El Reno, Okla.....	G. Lawrence.....	9 Citizens Bank Bldg.	Lester B. White....	Sheffield, Ill.....	.....	2d Saturday.
(m)846	Hattiesburg, Miss..	W. G. Harnack....	P. O. Drawer 746..	L. L. Donnelly.....	316 Hemphill St....	K. of P. Home....	2d & 4th Sun.
(rr)847	Kansas City, Kans.	C. Victor.....	720 S. Valley St....	A. J. Gaignat.....	48 S. 19th St.....	Daniels Hall.....	2d Saturday.
(rr)848	Horton, Kans.....	A. D. Johnson.....	.....	D. M. Haskell.....	Box 152.....	Francis Hall.....	2d Tues.
(rr)849	Syracuse, N. Y....	Jas. Miller.....	108 Englewood Ave.	D. E. Passage.....	1243 Paris St.....	148 N. Salina....	2d & 4th Wed.
(c)852	Richmond, Va.....	H. R. Law.....	.....	G. W. Terry.....	317 N. 11th St....	317 N. 11th St....	1st & last Mon
(m)853	Massillon, Ohio....	O. T. Griesheimer.	613 Jarvis Ave....	G. Mathais.....	Box 1.....	Massillon, O.....	4th Monday.
(rr)854	Buffalo, N. Y.....	J. Hayes.....	408 Wyoming St....	C. Carmichael.....	32 College St.....	415 Clinton St....	1st & 3d Fri.
(rr)855	Muncie, Ind.....	Wayter Hayden....	Sycamore Turn....	R. Tumleson.....	315 E. North St....	Bldg. Trds. Hall..	1st & 3d Fri.
(rr)856	Greenville, S. C....	A. W. Brewer.....	108 Summit St....	O. M. Jones.....	238 John St.....	Trainmen's Hall..	1st & 3d Tues.
(rr)857	DuBois, Pa.....	W. Howery.....	129 E. Long Ave....	I. Hetrick.....	104 E. Weber Ave..	Oriole Hall.....	1st & 3d Fri.
(rr)858	Somerset, Ky.....	R. O. Daughetee..	Box 384.....	.....	.....	K. of P. Hall.....	1st & 3d Wed.
(rr)859	Springfield, Mass..	.....	.....	W. A. Lane.....	High St.....	Wells Memorial Hall, Boston.	3d Tues.
(rr)860	Long Island City, N. Y.	S. L. Orr.....	275 E. 168th St....	Chas. Teller.....	447 E. 170th St., New York.	Cooley Hotel, Springfield.	1st Thurs.
(rr)862	Jacksonville, Fla..	L. L. Hunt.....	1805 Lackawanna Ave.	A. W. Stall.....	135 W. 22d St....	Kleefeld's Hall....	2d & 4th Wed.
(rr)863	LaFayette, Ind....	N. Stulls.....	2028 Stillwell St..	Frank Jones.....	1620 N. 16th.....	Labor Temple.....	2d & 4th Tues
(rr)864	Jersey City, N. J..	Wm. Schlinck....	176 16th Ave., Paterson.	Jas. B. Hart.....	782 E. 19th St....	Forster Hall.....	1st & 3d Mon.
(rr)865	Baltimore, Md.....	Jas. Gardiner.....	1503 Jackson St....	Robt. Montgomery..	Paterson, N. J.	Fischer Hall.....	2d & 4th Fri.
(m)866	McAlester, Okla..	Walt Florence....	Box 329.....	.....	13 W. Randall St..	Sonneburg Hall..	Friday.
(rr)867	Detroit, Mich.....	Geo. O. Hara.....	770 Hubbard Ave..	O. J. Lewallen.....	215 N. 2nd St....	Painters Hall.....	Thursday.
(m)868	New Orleans, La....	Thos. Gernon.....	5341 Camp St.....	R. J. Sango.....	2368 Inglis Ave....	55 Adelaide St....	1st Saturday.
(rr)870	Cumberland, Md....	Thos. Gernon.....	5341 Camp St.....	Jos. Heier.....	1320 Elysian Fields.	B. K. of A. Home..	2d & 4th Mon.
(m)873	Kokomo, Ind.....	C. L. Colley.....	294 N. Centre St..	K. D. Bachman....	262 N. Centre.....	Chapel Hill Hose Co.	1st & 3d Thurs.
(m)874	Zanesville, Ohio..	Frank Glaze.....	621 N. Market.....	H. S. Cottey.....	Box 300.....	Labor Temple.....	1-2-3-4 Fri.
(m)871	Indianapolis, Pa..	B. R. Smith.....	So. Zanesville....	E. E. Hay.....	227½ Main St....	Labor Hall.....	2d & 4th Tues.
(rr)882	New Orleans, La....	C. A. O'Neill.....	2716 Myrtle St....	Sterling Orange....	120 S. 5th St.....	Eagles Hall.....	1st Tues.
(r)884	Cleburne, Tex.....	G. W. Miner.....	608 S. Robinson....	G. F. Schenk.....	709 Opelousas Ave..	820 Union St....	1st & 3d Thurs.
(rr)885	Chicago, Ill.....	Wm. Coty.....	1521 N. Keating Av.	W. G. Howell.....	714 N. Walnut St..	Labor Temple.....	1st & 3d Tues.
(rr)886	Minneapolis, Minn.	Geo. Buman.....	Box 213, Bensenville, Ill.	.....	.....	N. E. Cor. Armistage & Crawford Ave.	1st & 3d Tues.
(c)887	Two Harbors, Minn	C. Wm. Frank.....	2921 18th Ave. So..	Geo. Wicklem.....	2921 18th Ave. So..	129 Hyland Ave. N.	1st Sat.
(rr)888	St. Louis, Mo.....	Walter Johnson....	Box 436.....	Nels Sandness.....	Box 308.....	Iron Dock Hall....	3d Sat.
(m)890	Janesville, Wis....	H. A. Price.....	2101a No. 10th St..	A. L. Wright.....	5010 Pace Ave....	Fraternal Hall....	1st & 3d Thurs
(m)891	Cochoton, O.....	C. Rhodes.....	Park Hotel.....	H. P. Joerz.....	618 Prairie Ave..	Labor Hall.....	1st & 3d Thurs
(m)892	Mankato, Minn....	Jacob Wagner.....	1019 Adams St....	Elmer Stover.....	718 Pine St.....	Trades & Labor Hall.	2d & 4th Tues.
(rr)895	Oakland, Calif.....	J. R. Hennessey....	224 James Ave....	H. L. Anderson.....	326 Pearl St.....	State Bank.....	1st Thursday.
(m)897	Niagara Falls, Ont., Can.	Harold B. Darling.	2914 Grove St....	Chas. L. Gruner....	3422 Harper Ct....	12th & Alice, Pithian Castle.	Tuesday.
(l)898	Huntington, W. Va..	O. Sutton.....	111 Welland Ave..	A. Glover.....	69 N. Main St....	Bamfield Hall....	2d & 4th Thurs.
(l)898	Huntington, W. Va..	J. Huff.....	116 W. 3d Ave....	Orville Workman...	850½ 16th St....	Homrich Bldg.....	2d & 4th Wed.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date
(1)899	Milwaukee, Wis.	M. Malloy.	381 Greenwich Ave.	Chas. Hardy.	1014 4th St.	Bartender's Hall.	Tuesday.
(m)900	Sudbury, Ont., Can.	H. Armstrong.	Box 435.	L. Mahon.	Box 294.	County Hall.	2d & 4th Fri.
(rr)902	St. Paul, Minn.	Frank Wortman.	400 Dakota Bldg.	J. E. LaPointe.	400 Dakota Bldg.	75 W. 7th St.	1st Tues., 3d Sunday.
(m)903	Marion, O.	C. E. Burdy.	249 Bain Ave.	H. L. McCurdy.	396 W. Church St.	Bldg. Trds. Hall.	Wednesday.
(m)904	Ft. Scott, Kans.			C. Lee Talbott.	116 E. Wall St.	Redman Hall.	1st & 3d Mon.
(m)905	Ranger, Tex.	E. Ferguson.	Box 474.	T. H. Simpson.	Box 1202.	Guaranty Bk. Bldg.	Wednesday.
(rr)908	Tipton, Ind.	Roscoe Oline.	420 S. High St.	Chas. Mettlen.	224 W. Madison St.		Saturday.
(rr)909	Nashville, Tenn.	E. R. Fuelcher.	101 Scott Ave.	L. Ray.	1719 11th Ave. No.	Cor. 4th Broadway.	Last Friday.
(m)910	Watertown, N. Y.	Albert Norton.	304 State St.	Geo. Dezell.	Weldon Hotel.	Rothstock Bldg.	1st & 3d Wed.
(rr)912	Collinwood, O.	F. N. Evans.	594 E. 107th St.	R. D. Jones.	7508 Shaw Ave. S.W.	10500 Superior Hall.	1st & 3d Mon.
(c)913	Warren, O.	Geo. J. Henry.	302 E. Market St.	H. G. James.	1005 Edgewood Av.	Cleveland, Ohio.	Monday.
(m)914	Thorald, Ont., Can.	S. Cary.	Box 746.	R. Bittle.	Box 760.	3 1/2 Market St.	1st & 3d Mon.
(m)915	Three Rivers, Que., Canada.	Geo. Louthood.	Cape Madeline.			44 Des Forges St.	1st & 3d Fri.
(rr)917	Memphis, Tenn.	Jas. E. Murray.	953 Rayburn Blvd.	Jas. E. Murray.	953 Rayburn Blvd.	B. of R. T. Hall.	1st & 3d Fri.
(m)918	Covington, Ky.	F. L. Welte.	1703 Holman St.	M. D. Castle.	1008 Greenup St.	City Hall.	1st & 3d Mon.
(rr)919	Erwin, Tenn.	W. E. Young.	350 S. Clinchfield Ave.	T. H. Peters.	221 1st St.	Trainmen's Hall.	1st & 3d Mon.
(m)920	Lynchburg, Va.	T. C. Whitmore.	1522 Early St.	W. M. Elliott.	412 Church St.	Eagle Hall.	1st & 2d Fri.
(c)922	Steelton, Pa.	G. Gustafson.	Box 132.	T. A. Berry.	Gen. Del.	Light Co. Hall.	2d Thurs.
(rr)924	Wheeling, W. Va.	Albert C. Noffinger.	1262 Miller St.	Jas. R. Snively.	Enhart, Pa., Box 72		Wed.
(rr)924	Wheeling, W. Va.	Gorner Liston.	Bridgeport, O.	O. L. Cotton.	Box 787.	1515 Market St.	2d & 4th Tues.
(i)927	Middletown, Ohio.	R. Kraft.	918 1/2 Yankee Rd.	Stanley Duke.	Bridgeport, O.	Trds. Labor Hall.	2d & last Fri.
(m)929	Titusville, Pa.	D. C. Hawbaker.	317 Petroleum St.	Harold A. Schwartz.	119 Shafer Ave.	Owls Hall.	1st & 3d Fri.
(m)931	Lake Charles, La.	J. C. Hildebrandt.		D. M. Allen.	207 Breed St.	Rineau Bldg.	1st & 3d Thurs.
(m)932	Idaho Falls, Idaho.	A. Arnold.	560 N. Water Ave.	Albert Kaler.	527 Hodges St.	Labor Hall.	1st & 3d Thurs.
(rr)934	Tucson, Ariz.			Geo. Legler.	Box 1271.		
(m)936	Enid, Okla.	Victor Parr.	Box 301.	Louis Dodd.	111 E. Elm St.	111 1/2 E. Brdway.	Thursday.
(rr)937	Richmond, Va.	R. R. Jones.	2818 W. Main St.	W. S. Latham.	2706 E. Grace St.	Arche Bldg.	1st & 3d Mon.
(rr)938	Sacramento, Calif.	E. B. Normington.	3000 2d Ave.	J. Noonan.	1120 20th St.	Labor Temple.	2d & 4th Wed.
(m)939	Arkansas City, Kas.			S. A. Burns.	223 N. 2nd St.	Labor Hall.	2d & 4th Mon.
(m)940	North Platte, Nebr.	H. D. Cox.	817 W. 9th St.	E. L. Blacketer.	Box 71.	Labor Temple.	2d & 4th Mon.
(m)941	Bowling Green, Ky.			H. B. Lucas.	Box 14.	Main and Adams.	Monday.
(m)943	Cisco, Tex.	R. G. Hale.	218 W. 7th St.	W. J. McClean.	Box 479.	I. O. O. F. Hall.	Tuesday.
(m)944	Seattle, Wash.	Frank McGovern.	1809 1/2 Howard Av.	R. Wilbourne.	427 20th Ave. north.	Labor Temple.	1st & 3d Mon.
(rr)945	Philadelphia, Pa.	Walter Steele.	2058 E. Stella St.	Rus Leinart.	2545 N. Gratz St.	2768 Frankford Av.	1st Tues.
(m)946	Huntington, Ind.	E. C. Christ.	1135 Suierior St.	Jas. Hessin.	733 E. Tipton St.	3 E. Market St.	1st & 3d Fri.
(rr)947	Vincennes, Ind.	Chas. Yockum.	1307 N. 2d St.	C. Prullage.	429 Scott St.	117 1/2 Main.	Wednesday.
(m)948	Flint, Mich.	O. R. Price.	Box 51.	O. R. Price.	Box 51.	808 S. Saginaw.	Friday.
(m)949	Austin, Minn.	Jos. G. Foster.	812 E. Oakland.	H. H. Igon.	106 N. Division S.	Carpenters Hall.	2d & 4th Thurs.
(m)953	Eau Claire, Wisc.	Phil Benrude.	415 1/2 Wisc St.	Wm. Foster.	742 N. Barstow St.	Labor Temple.	1st & 3d Fri.
(rr)954	Houston, Tex.	P. Mattoon.	2015 1/2 Elysian St.	Wm. Lodge.	1138 Yale St.	Labor Temple.	2d & 4th Tues.
(i)955	Ft. Smith, Ark.	W. L. Steiner.	Masters Elec. Co.	Ernest Bumbacher.	2021 N. J. St.	Labor Hall.	2d & 4th Thurs.
(rr)957	Sparks, Nev.	C. E. Johnson.	317 12th St.	C. E. Johnson.	Box 1084.	Engineers Hall.	3d Friday.
(rr)958	Corning, N. Y.	Harvey Lounsbury.	99 Perry Ave.	Harvey Lounsbury.	99 Perry Ave.	Moose Hall.	1st & 4th Mon.
(m)961	St. Augustine, Fla.	M. L. Wolfe.		C. H. Bradford.		Mateins Cigar Fact.	
(rr)962	Readville, Mass.	C. F. Heyn.	181 Milton St.	Oscar F. Fundin.	91 Blake St.	3 Boylston Pl.	Wednesday.
(m)963	Kankakee, Ill.	Wm. A. Keane.	193 N. Indiana Ave.	Earl Harper.	739 E. Court St.	Labor Hall.	1st Wed.
(rr)964	Erle, Pa.	W. C. Baker.	337 E. 24th St.	Bruno Grunitz.	419 E. 4th St.	608 State St.	1st & 3d Sat.
(m)965	Lusk, Wyo.	D. C. Jameson.		T. O. Dick.	Box 206.	Tele. Office.	Tuesday.
(rr)967	Albuquerque, N. Mexico.	Bert H. Brown.	410 S. Edith St.	Gordon Holloway.	1004 East St.	I. O. O. F. Hall.	1st & 3d Thurs.
(rr)971	Elizabethport, N. J.	H. Schlaupetz.	Sheridan Ave.	Bruce Guinter.	Dunellen, N. J.	500 E. Jersey St.	1st & 3d Wed.
(rr)972	Marietta O.	H. Pope.	220 Franklin St.	Chas. Davis.	402 Maple St.	Labor Hall.	1st Wed.
(i)973	So. Bend, Ind.	Harry Poff.	319 E. Wayne.	Earl Havens.	1529 S. Arnold St.	613 N. Hill.	2d & 4th Fri.
(m)974	Carlinville, Ill.	Lee Gunter.	W. 1st South St.	E. W. Boun.	624 N. Charles St.	Bldg. Trades Hall.	1st & 3d Mon.
(rr)975	Norfolk, Va.	M. F. Harris.	1307 W. 40th St.	J. R. Dezern.	1823 W. 38th St.	Odd Fellows Hall.	2d & 4th Mon.
(rr)976	Ft. Madison, Ia.	E. H. Yoltton.	1310 Front St.	C. E. Miller.	3133 Cherokee St.	Heady Hall.	2d & 4th Tues.
(m)977	Jackson, Miss.	T. Harper.	312 N. West St.	J. B. Sullivan.	315 S. Pres.	Labor Hall.	2d & 4th Thurs.
(m)978	Elkhart, Ind.	Ralph Waggoner.	307 Plum St.	A. L. Brown.	159 Division St.	159 Division St.	1st & 3d Thurs.
(m)980	Los Angeles, Calif.	Wm. LaPointe.	1437 Oak St.	Carl Senter.	1153 1/2 S. Vermont.	Labor Temple.	Tues.
(mt)984	Peabody & Salem, Mass.	Harold I. Nash.	5 Stevens St.	J. Edw. Wiggins.	42 Dunlap St.	51 Wash. St.	4th Wed.
(rr)986	Elmira, N. Y.	V. S. Miller.	723 Seneca Pl.	Wm. Moffat.	824 Cedar St.	Trades Labor Hall.	1st & 3d Fri.
(m)989	Ada, Okla.	J. L. Wilson.	617 W. 9th.	C. W. Liscomb.	121 E. Main St.	Unique Elec. Co.	1st & 3d Fri.
(m)990	Lancaster, Pa.	Wm. Albright.	537 E. Marion St.	Fred Greer.	649 4th St.	Union Labor Hall.	Tuesday.

No.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date
(m) 991	Corning, N. Y.	L. Saunders	317 Flint Ave.	M. D. Forrest	Box 351	C. L. U. Hall	2d & 4th Wed.
(m) 993	Burley, Idaho	Eugene Toorman	120 S. Oakley Ave.	J. D. Daly	136 S. Albion Ave.	Carpenters Hall	1st & 3d Thurs.
(rr) 994	Kansas City, Mo.	Dan Febrenbach	4411 Norledge	Fred M. Urban	3830 Anderson	Mo. Pac. R. R. E. Bottom Shop	1st & 3d Mon.
(m) 995	Baton Rouge, La.	M. H. Hatfield	125 13th St.	C. L. Adams	725 Elam St.	I. O. O. F. Hall	2d & 4th Mon.
(m) 996	Bradford, Pa.	R. Paton	49 Davis St.				
(m) 997	Shawnee, Okla.	Volney Jones	428 S. Pottinger St.	R. F. Hamilton	Box 532	Whittaker Bldg.	Wednesday.
(m) 998	Greensboro, N. C.	H. H. Thornton	526 Douglas St.	R. L. Dapp, Jr.	928 Walker Ave.	Maccabee Hall	Tuesday.
(i) 1002	Tulsa, Okla.	W. Tyson	109 S. Zuni St.	O. M. Anderson	15 W. 2nd St.	35½ N. Main	Tuesday.
(m) 1003	Calerico, Calif.	Jack Whightread	Box 1163	Joe Walker	Box 1014	Fire Hall	1st & 3d Tues. 2d Sun. El Centro.
(m) 1004	Sarnia, Ont., Can.	J. E. Waterhouse	253 Tecumseh St.	W. Bridges	334 N. Mitton	Maccabee Hall	1st & 3d Tues.
(rr) 1005	St. Louis, Mo.	P. J. Connors	4809 Easton Ave.	Jas. Wray	3132 Rolla Pl.	Butler's Hall	1st & 3d Wed.
(m) 1006	Marinette, Wis.	H. G. Leanna	1326 Perce Ave.	Ned Peterson	827 Carney Blvd.	Concordia Hall	2d & 4th Mon.
(rr) 1008	San Rafael, Cal.	Edw. Cole	Larkspur, Cal. Box 142	E. C. Alexander	18 Clarinda Ave. San Rafael, Cal.	Co-op. Store Hall	2d & 4th Wed.
(m) 1009	Traverse City, Mich.	M. A. Voice	134 E. 11th St.	Merton Voice	134 E. 11th St.	242 E. Front	1st Friday.
(i) 1010	Danville, Va.	J. R. Oskey	Worsham St.	J. H. Ferrell	169 Gray St.	Owls Hall	Monday.
(m) 1011	Washington, Ia.	Chas. Hayes	729 S. Ave. B.	Howard Hays	731 S. Ave. B.	Trades Assembly Hall	2d & 4th Mon.
(m) 1012	Ellensburg, Wash.	J. W. Patterson	105 S. Ruby St.			Moose Hall	1st & 3d Wed.
(i) 1014	Allentown, Pa.	H. P. Sell	1132 Green St.	Wm. Deitz	616 N. Fulton St.	4th Floor	Wed.
(rr) 1015	Peoria, Ill.	E. U. Bloompot	900 Charlotte St., Pekin, Ill.	J. E. Johnson	211 Easton Ave.	7th & Linden St.	Nichols Hall
(rr) 1016	Superior, Wis.	Frank Kumhera	1014 18th St.	Ed. Lafferty	P. O. Box 166	Trades & Lab. Hall	2d & 4th Tues.
(m) 1020	Salisbury, N. C.	W. A. Graham	726 E. Inniss St.	J. Z. Whirlow	114 N. Clay St.	Moose Hall	1st & 3d Wed.
(i) 1021	Uniontown, Pa.	Alva Brown	15 W. Peter St.	Alva Brown	15 W. Peter St.	Moose Hall	2d & 4th Tues.
(rr) 1023	Canton, Ohio	Ray Neff	621 Harrison	J. E. Eggleston	1630 Glendale Pl., N. E.	307 Market St., S.	2d & 4th Fri.
(rr) 1024	Pittsburg, Pa.	E. G. Mapons	4823 Chatsworth Hazelwood Sta.	C. W. Sheppard	910 W. Diamond St.	Odd Fellow's Hall	1st & 3d Fri.
(rr) 1025	Cos Cob, Conn.	G. E. Giffort	14 Cedar St. Portchester, N. Y.	Harry P. Gaffney	P. O. Box 88	Carpenters Hall	Friday.
(r) 1028	E. Mauch Chunk, Pa.	C. Bartholomew	216 North St.	R. Armbruster	701 Lehigh St.	I. O. O. F. Hall	1st & 3d Sun.
(i) 1029	Woonsocket, R. I.	Wm. Grady	141 Cato St.	Ralph Nutting	131 Lincoln St.	6 S. Main St.	1st Monday.
(rr) 1030	Chicago, Ill.	C. Nelson	1516 S. Homan Ave.	R. J. Wurfel	3541 Cottage Grove Ave.	741 S. Western Ave.	2d Tuesday.
(m) 1031	Manchester, N. H.	Leon Hadley	38 Avon St.	J. F. Talby	25 High St.	395 Elm St.	1st & 3d Thurs.
(w) 1032	Bellingham, Wash.			W. H. Gubbin	1301 W. Holly St.	Labor Temple	Tues.
(rr) 1033	Pocatello, Idaho	Geo. Gunson	628 S. 9th	Geo. J. Richardson	1012 E. Lewis	Woodman Hall	1st & 3d Fri.
(m) 1034	Laramie, Wyo.	J. Griffin	Box 587	H. L. Peterson	1002 S. 3d St.	Labor Temple	2d & 4th Fri.
(rr) 1035	Wellsville, Ohio	N. H. Carnahan	1822 Nevada St.	N. H. Carnahan	1822 Nevada St.	Machinists Hall	2d & 4th Tues.
(rr) 1036	Jackson, Mich.	A. P. Dunn	217 N. Forbes St.	Clyde W. Cooke	Stowell Hotel	Labor Temple	1st & 3d Thurs.
(i) 1037	Winnipeg, Man., Canada	A. A. Miles	410 Lansdowne Ave.	J. S. McDonald	165 James St.	Labor Temple	2d & 4th Mon.
(m) 1039	Abilene, Texas	H. Nickolsen	Box 232	Fred Majors	Box 232	Labor Hall	Fri.
(m) 1042	Sturgis, Mich.	Forrest Murray	201 S. Maple Ave.	A. R. Farnsley	203 E. West St.	Woodman Hall	1st & 3d Fri.
(m) 1044	Rome, N. Y.	L. Herbst	117 W. Thomas St.	J. Norton	608 W. Willett St.	Labor Temple	1st & 3d Mon.
(m) 1045	Pawhuska, Okla.	Claude Whitlock	Box 897	C. O. Tucker	Box 887	Rm. 8, Shidler Bldg.	Tuesday.
(m) 1046	DeKalb, Ill.	I. E. Casper	E. Lincoln Highway	W. T. Whitney	321 N. 9th	Union Hall	1st & 3d Wed.
(m) 1047	Toledo, O.	C. F. Durst	587 Milton St.	D. N. Matheson	1221 Mott Ave.	Labor Temple	2d & 4th Fri.
(rr) 1049	Oil City, Pa.			W. H. Myers	420 W. 4th St.	Latonia Hall	1st & 3d Mon.
(m) 1050	Sterling, Colo.	Chas. Hirst	323 N. 2d Ave.	Chas. Hirst	323 N. 2d Ave.	323 N. 2nd	1st Thurs.
(p) 1053	Hillsboro, Ill.	Clarence Scott	N. Hamilton St.	Martin Chandler	1017 Marshall St.	Trds. Council Hall	1st & 3d Wed.
(m) 1054	Salina, Kas.	Geo. J. Lanphere	116 E. Bond	L. C. Arnold	405 E. Elm St.	H. V. R. Hall	2d & 4th Tues.
(m) 1055	Wellington, Kan.	Ross Perry	Box 259	E. E. Graves	720 S. G. St.	K. of P. Hall	Thursday.
(m) 1057	Woodland, Me.	R. Whitaker	Woodland, Me.	Merle Knight	Box 446	Merritt Shop	2d & last Tues
(m) 1058	La Porte, Ind.	W. B. Allen	112 Grove St.	Roy Woodruff	1112 Weller Ave.	W. O. W.	2d & 4th Thurs.
(i) 1059	St. Anthony, Idaho	Chas. Rule		Chas. Rule		1st Nat. Bank Bldg.	1st & 3d Mon.
(rr) 1060	Norfolk, Va.	W. H. Bassett	4109 Columbus Ave.	F. D. Smith	46 Lafayette Blvd.	Odd Fellows Hall	1st & 3d Sun.
(r) 1062	Philadelphia, Pa.	Benj. Fitchell	1214 N. 28th St.			1214 N. 28th	
(m) 1065	Ironton, Ohio	W. D. Hayes	Box 49	Otto Crawford	Hoffman Flat 3d & Pk. Ave.	Hayward Bldg.	1st & 3d Mon.
(m) 1066	Rome, Ga.	Walter Byars	404 W. 5th St.	Earnest Mosteller	Box 604	Bricklayer's Hall	Wednesday.
(i) 1071	Battle Creek, Mich.	J. R. Vaughn	Box 134, R. R. 9	Ben Addison	465 Hamblin Ave.	31 E. Van Burne	1st & 3d Fri.
(m) 1072	Monterey, Calif.	G. Helveen	513 Park St.	J. Bellvill	511 9th St., Pacific Grove, Cal.	Bldg. Trds. Tem.	1st & 3d Mon.
(i) 1073	Lima, O.	V. H. Effinger	559 S. Pine St.	W. V. Reynolds	215 W. Grand Ave.	Court House	Friday.
(m) 1074	Breckenridge, Tex.	B. B. Wales	Box 564	Don McCauley	312 Dwyer St.	Elec. Wks. Hall	Tues.
(i) 1075	Bay City, Mich.	Walt Priem	1100 Webster	E. G. Quast	1829 Woodside Ave.	Cent. Trades Hall	Wed.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date
(m)1081	Aitua, Okla.	James Strickland		L. R. Whitney	320 S. Grady St.	Labor Hall	1st & 3d Sun.
(m)1082	Batavia, N. Y.	Ronald Martin		W. E. Shafer	14 Main St.	Labor Temple	1st & 3d Thurs.
(r)1083	Chanute, Kas.	W. D. Middleton	930 S. Central St.	D. B. Grayson	1215 S. Grant St.	Moose Hall	1st & 3d Fri.
(tel)1084	Ft. Wayne, Ind.	O. Larsen	222 Breckenridge St	O. Reuter	228 W. Berry St.		1st & 3d Fri.
(m)1085	Chester, Pa.	Roy Herron	407 W. 2nd St.	Jos. Sweeney	18 Parker Ave. Collingdale, Pa.	Labor Temple	Monday.
(rr)1086	Tacoma, Wash.	J. Fleming	3859 E. "G" St.	M. B. Morningstar	2520 S. Ainsworth	Labor Temple	1st & 3d Wed.
(rr)1087	Keyser, W. Va.	H. Mohler	Main St.	H. Wells	226 W. Piedmont St	Mystic Chair Hall	2d & 4th Thurs.
(lw)1089	Brockville, Ont., Can.	R. Williams	59 Abbott St.	H. C. Johnson	37 Orchard St.		1st & 3d Sun.
(m)1090	Shelbyville, Ind.	St. C. Humphries	Harrison Avenue	Ralph Spurlin	222 W. Locust St.		1st & 3d Mon.
(rr)1091	Battle Creek, Mich.	E. Riggs	368 N. Kendall St.	G. Cummings	142 Winter St.	Odd Fellows Hall	1st & 3d Fri.
(m)1094	Williamson, W. Va.	T. N. Kilgore	Box 661	N. Kilgore	Box 661	Goodman Bldg.	Monday.
(r)1095	Toronto, Ont., Can.	Fred Grinnell	88 Wiltshire Ave.	Geo. Arnold	10 Pretoria Ave.	Labor Temple	1st Wed.
(m)1096	Sydney, N. S., Can.	E. Pledge	133 Cornishtown rd.	R. G. Hines	37 Rizby Rd.	Ferguson Bldg.	
(m)1097	Gt. Falls, New- foundland, N. S.	John St. George		Wm. Sheppard	Box 241	Town Hall	1st & 3d Mon.
(rr)1098	Childress, Tex.	Carl Hudson	Box 632	Carl Hudson	Box 632		
(m)1099	Oil City, Pa.	A. C. Butler	Franklin, Pa.	P. J. Burbee	540 Plumer St.		
(r)1100	Marion, Ohio	H. Connors	122 Orchard St.	L. Rayner	344 LaTourette St.	Jr. O. A. M. Hall	2d & 4th Fri.
(l)1101	Anaheim, Cal.	W. Hendrick	Brea Cal.	Arthur Gowdy	319 S. Claudina St.	Labor Temple	2d & 4th Tues.
(m)1102	St. Hyacinth, Que. Canada	J. E. Poirier	81½ Cascades	J. A. Bousquet	88 St. Aune	88 St. Aune St.	1st Monday.
(m)1103	Ashland, Ky.	C. Ryalls	314 Ring St.	J. M. Crawford	502 E. Greenup Av.	Cent. Labor Hall	2d & 4th Fri.
(m)1104	Ohico Rd., Calif.	R. Schenken	Rte 2, Box 64	A. Hostetter	Box 279	Labor Temple	1-2-3-5 Thurs.
(i)1110	Newark, O.	C. O. Roe	335 Eddy St.	H. A. Froelich	458 Cedar Crest Av.	11½ E. Church	Friday.
(m)1106	Wilkes Barre, Pa.	Jos. Keller	71 Hutson St.	Wm. Lynne	21 Tripp St. Forty Fort, Pa. Kingston P. O.	24 Simon Long Bld.	1st & 3d Mon.
(rr)1108	Garrett, Ind.	W. J. Dreher	403 S. Cowen St.	W. Gunder	516 S. Walsh St.	Federation Hall	2d Friday.
(m)1109	Marysville, Calif.	J. C. Murphy	512 D St.	J. H. Wood	313 E. St.	Labor Temple	2d & 4th Fri.
(m)1110	Livermore Fla., Me.	Frank Scudder	Box 273	Norman Baraby	Box 285	Union Hall	1st Wed.
(m)1111	Villa Grove, Ill.	J. D. King	11 N. Sycamore St.	F. T. Smith	Box 61		
(m)1112	Loveland, Colo.	O. S. Nutter	Box 75	F. L. Goddard	615 W. 3d St.	3d Cleveland Av.	Wednesday.
(m)1113	Decatur, Ind.	J. A. Hunter	108 N. 11th St.	A. D. Baker	307 N. 11th St.	Carpenter's Hall	1st & 3d Wed.
(m)1114	Teague, Texas	S. H. Ellison		Tom Anderson		Labor Temple	2d Monday.
(m)1116	Kingsport, Tenn.			J. D. McCrary	390 Sullivan St.	I. O. O. F. Hall	2d & 4th Mon.
(o)1117	Seattle, Wash.	A. Delthany	1001 Fairview Av. N	M. A. Baker	10454 57th Ave. So.	201 Collins Bldg.	Monday.
(m)1118	Quebec, Can.	Alex Gilbert	130½ Artillery St.	J. Morison	12 Dorchester St.	Int. Hdqts.	3d Monday.
(m)1119	Lock Haven, Pa.	B. Haag	111 Wash. St.	B. T. Freeman	101 S. Fairview St.	I. O. O. F. Hall	Wednesday.
(m)1120	Hopewell, Va.	E. G. Weaver	300 N. 1st St.	L. O. Suttle	205 N. 2nd St.	I. O. O. F. Hall	Thurs.
(rr)1121	Olean, N. Y.	C. Feltenberger	214½ W. State St.	M. J. Connell	401 W. Henley St.	Trds. & Labor Hall	1st & 3d Tues.
(m)1122	Lufkin, Tex.	M. L. Hand	Box 515	D. L. Oats	Route 2		
(m)1123	Newton, Ia.	H. D. Anosmith	Newton, Ia.	M. A. Shell	420 W. 5th St. So.	Assembly Hall	1st & 3d Mon.
(m)1124	Thetford Mines Que., Can.	Edgar Beattie	108 St. Alfred St.	J. R. Vachon	99 Cyr St.	City Hall	1st & 3d Mon.
(rr)1125	Connellsville, Pa.	F. J. Curtis	504 W. Murphy Av.	J. I. Balsley	155 E. Crawford Av.	City Hall	1st Thurs.
(m)1126	Lewiston, Maine	Van Eck	Coffin & Kirk Co.	W. Phillips	9 Hazel St.	Carpenter's Hall	2d & last Thur.
(m)1127	Texas City, Tex.	J. R. Sheldon	Box 103	L. B. Crumps	Box 591	I. L. A. Hall	2d & 4th Fri.
(rr)1128	Pen Argy, Pa.	Wm. Tucker	510 George St.	Herbert Andrews	535 Penna. Ave.	Moles Hall	1st & 3d Wed.
(m)1129	Brownwood, Tex.	R. Funderburk	203 Melwood	H. Wilson	1305 Avenue C.	I. A. T. S. E. Hall	2d & 4th Tues.
(m)1130	Ft. Angeles, Wash.	B. Winter	1581 S. Pine St.	J. A. Pelky	814 E. 7th St.	Odd Fellows Hall	2d & 4th Wed.
(m)1131	Bloomington, Ind.	J. Chenoweth	900 W. 5th St.	F. Stimson	417 W. 2d St.	17 Temple St.	Friday.
(i)1132	Quincy, Mass.	H. R. Morrison	Box 170	A. L. Patstone	Box 170	Johnson Bldg.	1st & 3d Fri.
(m)1133	Appleton, Wis.	L. Drexler	-066 Franklin St.	P. Kaufman	799 Drew St.		
1134	Cheyenne, Wyo.	Karl Brown		D. Van Winkle	2518 House St.	Carpenter's Hall	
(m)1135	Newport News, Va.	N. O. Webb	126 27th St.	N. C. Crispe	4618 Wash Ave.	Labor Temple	Monday.
(m)1136	Morgantown, W. Va	A. Lemay	P. O. Box 466	Maurice Kastleman	480 Chestnut St.	Moose Hall	Tuesday.
(i)1137	Greenville, S. O.	Joe Sewing	417 Mulberry St.	Dewey W. Parks	Box 38	Union Temple	Monday.
(t)1138	Toronto, Ont., Can.	John Fyfe	1061 Shaw St.	F. T. Guise Bagley	21 Ritchie Ave.	Labor Temple	1st Monday, 2d Tuesday.
(m)1139	Duncan, Okla.	L. H. Dennis	Box 368	Elmer Weaver	Box 368	Security Elec. Shop	Tues.
(m)1140	Rochester, N. Y.	Paul Gordon		Geo. Dunford	200 Michigan St.		
(i)1141	Okla. City, Okla.	H. Albee	1610 W. 9th St.	W. Thomas	1119 E. 10th St.	208½ W. Main	Thursday.
(m)1142	Baltimore, Md.	E. Kinling	611 N. Bond St.	Wm. Wilson	1202 N. Bond St.	122 St. Paul St.	Friday.
1143	Eldorado, Ark.			W. Pickens	322 S. Washington		
(i)1144	Birmingham, Ala.	W. Clark	6 No. Hawkins	W. L. Wares	Box 1457	United Temple	1st & 3d Mon.
1145	Henryetta, Okla.			John Hayden	J. D. Buster		
1146	Rumford, Me.	Gilbert Crosby	Box 231, Mexico, Me.	Gus Bulger	Box 187, Mexico, Me.		
(m)1147	Wis. Rapids, Wis.	A. Gazeley	327 9th St. N.	Walter Kruger	323 8th Ave. N.	Union Hall	2d & 4th Wed.
1148	New Smyrna, Fla.			C. E. Brady	Box 1139		
(m)1149	Edmunston, N. B., Canada	H. Marmen					
(m)1150	Vero, Fla.	R. Cain		F. Rodensky		Cooks & Waiter's Hall	Tuesday.
(m)1151	Mexia, Tex.	C. F. Dilger	Box 137	H. Ellis	Box 137		
(m)1152	Amsterdam, N. Y.			Wm. Schmitt	780 N. Spring St.		
(m)1153	Tyler, Texas			W. J. Starr	2436 Lowella Ave.	3d St. and Santa Monica Blvd.	Wed.
(i)1154	Santa Monica, Cal.	W. J. Starr	2436 Lowella Ave.				
1155	Las Vegas, Nev.	J. E. Montgomery	Box 256, Las Vegas, Nevada.				

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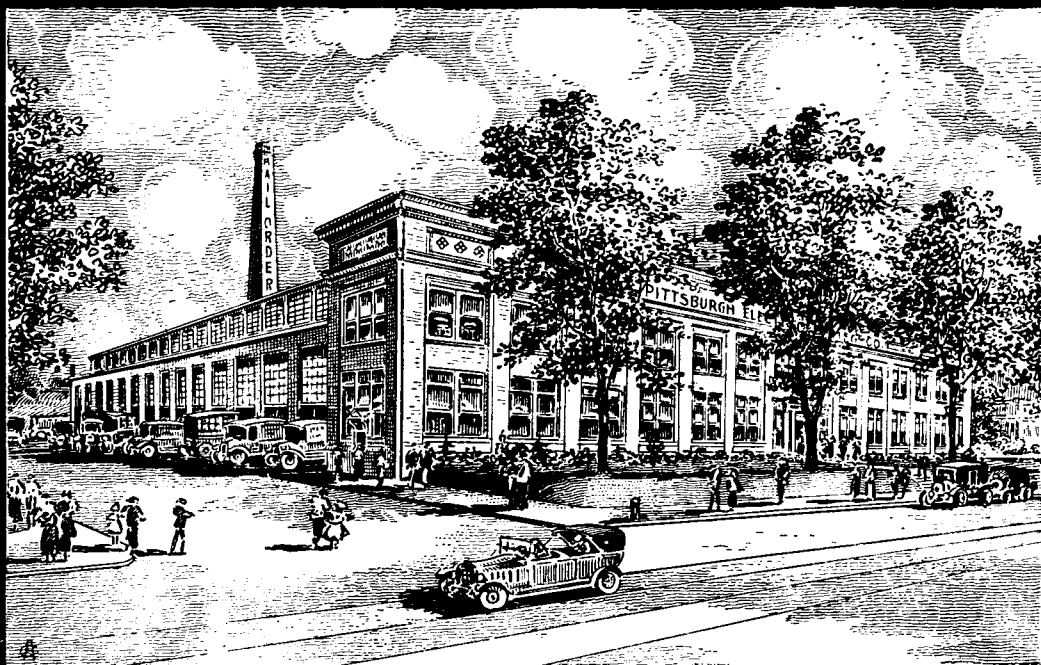
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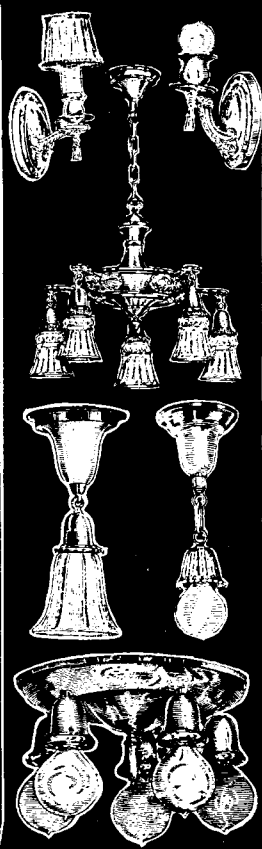
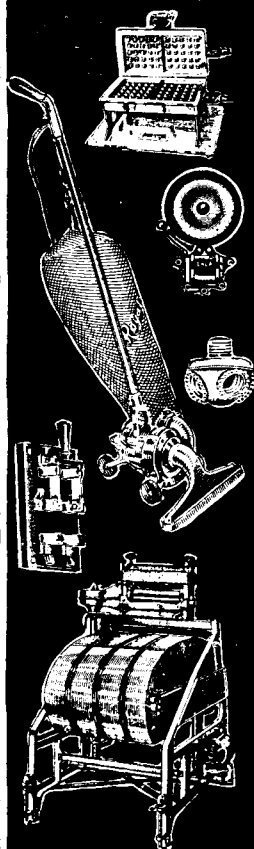
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